



**The Meeting Transcript of
The Los Angeles County
Board of Supervisors**



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1 [There is no reportable action as a result of the
2 Board of Supervisors' closed session held today.]

3

4

5

6 **SUP. ANTONOVICH, MAYOR:** OKAY. THE NOVEMBER 21ST MEETING OF THE
7 LOS ANGELES COUNTY BOARD OF SUPERVISORS WILL BEGIN. FIRST,
8 WE'LL BE LED IN PRAYER BY MAJOR CHUCK GILLIES OF THE SALVATION
9 ARMY IN THE FOURTH SUPERVISORIAL DISTRICT IN THE TORRANCE AREA
10 AND OUR PLEDGE OF ALLEGIANCE WILL BE BY ROBERT MCGILL. HE WAS
11 THE FIRST VICE COMMANDER OF POST NUMBER 826 IN WOODLAND HILLS
12 OF THE AMERICAN LEGION. IF THE AUDIENCE WOULD PLEASE RISE AND
13 MAJOR GILLIES?

14

15 **MAJOR CHUCK GILLIES:** WILL YOU JOIN ME IN PRAYER? AS WE GATHER
16 HERE AMONG THOSE WHO HAVE BEEN SELECTED TO LEAD THE PEOPLE OF
17 THIS COUNTY, FATHER, AMONG THOSE, YOUR CHOSEN LEADERS, WE COME
18 WITH THE REALITY OF THE NEED FOR ALL OF US TO GIVE AND TO
19 RECEIVE THANKS. WE ALSO ACKNOWLEDGE WITH GRATEFUL HEARTS THAT
20 WE'VE BEEN GIVEN SOMETHING BIGGER THAN OURSELVES AS OUR
21 PURPOSE AND MOTIVATION, TO LIVE BETTER THAN OURSELVES, BIGGER
22 THAN OURSELVES, BEYOND OURSELVES. THANK YOU FOR THAT GREAT
23 PRIVILEGE OF LIVING FOR OTHERS, OUR BROTHERS AND SISTERS WHO
24 SHARE OUR TIME AND SPACE. FOR THIS GROUP OF FOLKS, FATHER,
25 THESE COMMON FOLKS WITH GREAT RESPONSIBILITIES CALLED TO LEAD,



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1 I PRAY THAT THEY BE EMPOWERED TO LIVE BEYOND THEMSELVES, ABOVE
2 THEIR INDIVIDUAL CAPABILITIES AND THAT THEY LIVE FOR THE GOOD
3 OF THOSE WHO HAVE BEEN ENTRUSTED TO THEM WHO HAVE ENTRUSTED TO
4 THEM THE HONOR OF SERVANT LEADERSHIP. THIS MORNING, GIVE THEM
5 HEAVENLY WISDOM, GODLY INSIGHT THAT COMES FROM PURE MOTIVES
6 AND A CLEAN HEART AND INTEGRITY TO FAITHFULLY ACCOMPLISH WHAT
7 THEY TOOK ON THEMSELVES AS THEY ASSUME THIS MANTLE OF LEADERS.
8 IN THE NAME OF THE ONE WHO GIVES US ACCESS TO THE FATHER'S
9 THRONE ROOM, SO BE IT. AMEN.

10

11 **ROBERT MCGILL:** FACE THE FLAG, PLACE YOUR RIGHT HAND OVER YOUR
12 HEART AND JOIN ME IN THE PLEDGE OF ALLEGIANCE. [PLEDGE OF
13 ALLEGIANCE]

14

15 **SUP. ANTONOVICH, MAYOR:** SUPERVISOR KNABE?

16

17 **SUP. KNABE:** THANK YOU, MR. MAYOR, MEMBERS OF THE BOARD. IT'S
18 MY PLEASURE TO EXTEND A HAND OF APPRECIATION TO MAJOR CHUCK
19 GILLIES OF THE SALVATION ARMY. MAJOR GILLIES IS A RESIDENT OF
20 REDONDO BEACH AND HAS BEEN A SALVATION ARMY OFFICER SINCE
21 1972. AFTER LEAVING THE SALVATION ARMY'S REDONDO BEACH BRANCH
22 FOR THE PAST THREE YEARS, MAJOR GILLIES WAS APPOINTED THE
23 DIVISIONAL MENTOR FOR THE SALVATION ARMY SOUTHERN CALIFORNIA
24 REGIONAL TERRITORY. AS WE ALL KNOW, THE SALVATION ARMY
25 PROVIDES NUMEROUS SERVICES AND ASSISTS MORE THAN 42 MILLION



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1 INDIVIDUALS THROUGHOUT THE YEAR HERE IN THE UNITED STATES OF
2 AMERICA, ALMOST 6 MILLION OF THOSE ARE HELPED DURING THE
3 HOLIDAY SEASON ALONE. SOME OF THESE SERVICES INCLUDE DOMESTIC
4 VIOLENCE SHELTERS, ADULT REHABILITATION CENTERS, HOUSING FOR
5 THE HOMELESS, LOW INCOME FAMILIES AFFECTED BY H.I.V./A.I.D.S.
6 AND A JOB REFERRAL SERVICES, AMONG MANY OTHERS. THIS
7 THANKSGIVING WILL BE THE KICKOFF FOR WHAT HAS BECOME AN
8 AMERICAN TRADITION, THE SALVATION ARMY RED CHRISTMAS KETTLE
9 PROGRAM, AND, AS PART OF THAT CAMPAIGN, MORE THAN 25,000
10 SALVATION ARMY VOLUNTEERS WILL FAN OUT ACROSS THE COUNTRY TO
11 RING BELLS AND SOLICIT SPARE CHANGE DONATION TO THE ICONIC RED
12 KETTLES FROM HOLIDAY SHOPPERS. IN 2005, THE CAMPAIGN RAISED A
13 RECORD \$111 MILLION NATIONWIDE WITH NICKELS, DIMES, QUARTERS
14 AND DOLLARS, ALL BEING RETURNED TO HELP THOSE IN THE
15 COMMUNITIES WHERE THEY WERE RAISED. LAST YEAR, THE FUNDS
16 HELPED THE SALVATION ARMY TO PROVIDE THE ASSISTANCE TO MORE
17 THAN 31 MILLION AMERICANS IN NEED SO, ON BEHALF OF MYSELF AND
18 MY COLLEAGUES, WE'D LIKE TO PRESENT THIS CERTIFICATE OF
19 APPRECIATION TO MAJOR GILLIES, THANKING HIM FOR TAKING THE
20 TIME TO LEAD US IN THE INVOCATION BUT ALSO TO THANK HIM AND
21 THE ENTIRE SALVATION ARMY FOR WHAT THEY DO FOR THE BENEFIT OF
22 OTHERS. [APPLAUSE]

23

24 **SUP. YAROSLAVSKY:** MR. CHAIRMAN, WE WERE LED THIS MORNING IN
25 THE PLEDGE OF ALLEGIANCE BY ROBERT MCGILL. ROBERT IS



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1 REPRESENTING THE AMERICAN LEGION POST NUMBER 826 IN WOODLAND
2 HILLS OF WHICH HE IS THE FIRST VICE COMMANDER. HE SERVED IN
3 THE UNITED STATES ARMY AS A FIRST LIEUTENANT FROM 1951 THROUGH
4 1954 IN THE NUMBER 206 FIELD ARTILLERY BATTALION, WHERE HE WAS
5 STATIONED IN GERMANY. HE'S A RETIRED ENGINEER WITH THE UNISYS
6 CORPORATION, WE KNOW A LITTLE BIT ABOUT UNISYS IN THE COUNTY
7 AND HE'S BEEN MARRIED 53 YEARS, TWO CHILDREN. HE HAS LIVED IN
8 OUR DISTRICT FOR 43 YEARS. HE HAILS FROM BRAINTREE HIGH SCHOOL
9 IN BOSTON, MASSACHUSETTS, AND ATTENDED DARTMOUTH COLLEGE IN
10 HANOVER, NEW HAMPSHIRE. SO THE WOODLAND HILLS THIS TIME OF
11 YEAR I THINK FEELS A LOT BETTER THAN HANOVER, NEW HAMPSHIRE,
12 BOSTON, MASSACHUSETTS. BOB, THANK YOU VERY MUCH FOR LEADING US
13 IN THE PLEDGE AND FOR YOUR SERVICE TO OUR COUNTRY. [APPLAUSE
14]

15

16 **SUP. ANTONOVICH, MAYOR:** OKAY. WE'LL BEGIN THE AGENDA.

17

18 **CLERK SACHI HAMAI:** GOOD MORNING, MR. MAYOR, MEMBERS OF THE
19 BOARD. WE WILL BEGIN TODAY'S AGENDA ON PAGE 4, SET MATTERS. ON
20 ITEM S-1, THE CHIEF ADMINISTRATIVE OFFICER REQUESTS THAT THIS
21 ITEM BE CONTINUED THREE WEEKS TO DECEMBER 12TH, 2006. AND
22 THERE'S ALSO A REQUEST FROM A MEMBER OF THE PUBLIC TO HOLD
23 THIS ITEM.

24

25 **SUP. ANTONOVICH, MAYOR:** OKAY.



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1

2 **CLERK SACHI HAMAI:** AGENDA FOR THE MEETING OF THE COMMUNITY
3 DEVELOPMENT COMMISSION, ITEM 1-D.

4

5 **SUP. ANTONOVICH, MAYOR:** MOTION BY YAROSLAVSKY. SECONDED.
6 WITHOUT OBJECTION, SO ORDERED.

7

8 **CLERK SACHI HAMAI:** AGENDA FOR THE MEETING OF THE HOUSING
9 AUTHORITY, ITEM 1-H.

10

11 **SUP. ANTONOVICH, MAYOR:** MOTION BY BURKE. SECONDED. WITHOUT
12 OBJECTION, SO ORDERED.

13

14 **CLERK SACHI HAMAI:** AGENDA FOR THE MEETING OF THE REGIONAL PARK
15 AND OPEN SPACE DISTRICT, ITEM 1-P.

16

17 **SUP. ANTONOVICH, MAYOR:** MOTION BY KNABE. SECONDED. WITHOUT
18 OBJECTION, SO ORDERED.

19

20 **CLERK SACHI HAMAI:** BOARD OF SUPERVISORS, ITEMS 1 THROUGH 14.
21 ON ITEM 2, SUPERVISOR YAROSLAVSKY REQUESTS THAT THIS ITEM BE
22 HELD. ON ITEM 3, HOLD FOR MEMBERS OF THE PUBLIC AND, ON ITEM
23 NUMBER 12, SUPERVISOR KNABE ABSTAINS FROM THE VOTE. THE REST
24 ARE BEFORE YOU.

25



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1 **SUP. ANTONOVICH, MAYOR:** MOTION BY YAROSLAVSKY. SECONDED.

2 WITHOUT OBJECTION, SO ORDERED.

3

4 **CLERK SACHI HAMAI:** CHIEF ADMINISTRATIVE OFFICER, ITEMS 15
5 THROUGH 17. ON ITEM 15, THE CHIEF ADMINISTRATIVE OFFICER
6 REQUESTS THAT THIS ITEM BE CONTINUED TO DECEMBER 5TH, 2006. ON
7 ITEM 16, SUPERVISOR BURKE REQUESTS THAT THIS ITEM BE CONTINUED
8 UNTIL JANUARY 9TH, 2007. ITEM 17 IS BEFORE YOU.

9

10 **SUP. ANTONOVICH, MAYOR:** MOTION BY BURKE. SECONDED. WITHOUT
11 OBJECTION, SO ORDERED.

12

13 **CLERK SACHI HAMAI:** CHILDREN AND FAMILY SERVICES, ITEM 18.

14

15 **SUP. ANTONOVICH, MAYOR:** MOTION BY KNABE. SECONDED. WITHOUT
16 OBJECTION, SO ORDERED.

17

18 **CLERK SACHI HAMAI:** COMMUNITY DEVELOPMENT COMMISSION, ITEM 19.

19

20 **SUP. ANTONOVICH, MAYOR:** MOTION BY YAROSLAVSKY. SECONDED.
21 WITHOUT OBJECTION, SO ORDERED.

22

23 **CLERK SACHI HAMAI:** CORONER. ON ITEM 20, HOLD FOR A MEMBER OF
24 THE PUBLIC. HEALTH SERVICES, ITEMS 21 THROUGH 27. ON ITEM
25 NUMBER 25, THE CHIEF INFORMATION OFFICER REQUESTS THAT THIS



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1 ITEM BE CONTINUED ONE WEEK TO NOVEMBER 28, 2006. THE REST ARE
2 BEFORE YOU.

3

4 **SUP. KNABE:** WHICH ITEM IS THAT?

5

6 **CLERK SACHI HAMAI:** 25.

7

8 **SUP. ANTONOVICH, MAYOR:** 25. OKAY, MOTION BY BURKE. SECONDED.
9 WITHOUT OBJECTION, SO ORDERED.

10

11 **CLERK SACHI HAMAI:** MENTAL HEALTH, ITEMS 28 THROUGH 30.

12

13 **SUP. ANTONOVICH, MAYOR:** MOTION BY KNABE. SECONDED. WITHOUT
14 OBJECTION, SO ORDERED.

15

16 **CLERK SACHI HAMAI:** PARKS AND RECREATION, ITEMS 31 THROUGH 35.

17

18 **SUP. ANTONOVICH, MAYOR:** MOTION BY YAROSLAVSKY. SECONDED.
19 WITHOUT OBJECTION, SO ORDERED.

20

21 **CLERK SACHI HAMAI:** PUBLIC HEALTH, ITEMS 36 THROUGH 39. ON ITEM
22 37, HOLD FOR A MEMBER OF THE PUBLIC.

23

24 **SUP. ANTONOVICH, MAYOR:** OKAY. MOTION BY BURKE. SECONDED.
25 WITHOUT OBJECTION, SO ORDERED.



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1

2 **CLERK SACHI HAMAI:** PUBLIC WORKS, ITEMS 40 THROUGH 60.

3

4 **SUP. ANTONOVICH, MAYOR:** MOTION BY KNABE. SECONDED. WITHOUT
5 OBJECTION, SO ORDERED.

6

7 **CLERK SACHI HAMAI:** ON PAGE 30, SHERIFF, ITEM 61.

8

9 **SUP. ANTONOVICH, MAYOR:** MOTION BY YAROSLAVSKY. SECONDED.
10 WITHOUT OBJECTION, SO ORDERED.

11

12 **CLERK SACHI HAMAI:** TREASURER AND TAX COLLECTOR, ITEMS 62 AND
13 63.

14

15 **SUP. ANTONOVICH, MAYOR:** MOTION BY BURKE. SECONDED. WITHOUT
16 OBJECTION, SO ORDERED.

17

18 **CLERK SACHI HAMAI:** MISCELLANEOUS COMMUNICATIONS, ITEMS 64
19 THROUGH 67.

20

21 **SUP. ANTONOVICH, MAYOR:** MOTION BY KNABE. SECONDED. WITHOUT
22 OBJECTION, SO ORDERED.

23

24 **CLERK SACHI HAMAI:** ORDINANCE FOR INTRODUCTION. ON ITEM 68,
25 I'LL READ THE SHORT TITLE IN FOR THE RECORD. THIS IS AN



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1 ORDINANCE AMENDING TITLE 5, PERSONNEL AND TITLE 6, SALARIES OF
2 THE LOS ANGELES COUNTY CODE RELATING TO FRINGE BENEFITS AND
3 SALARY CHANGES.

4

5 **SUP. ANTONOVICH, MAYOR:** MOTION BY BURKE. SECONDED. WITHOUT
6 OBJECTION, SO ORDERED.

7

8 **CLERK SACHI HAMAI:** ORDINANCES FOR ADOPTION, ITEMS 69 THROUGH
9 72. ON ITEM 69, THIS IS AN URGENCY ORDINANCE AND I'LL READ THE
10 SHORT TITLE IN FOR THE RECORD. URGENCY ORDINANCE FOR ADOPTION
11 AMENDING TITLE 2, ADMINISTRATION AND TITLE 5, PERSONNEL OF THE
12 LOS ANGELES COUNTY CODE RELATING TO CONTRACTING FOR PHYSICIAN
13 SERVICES WHEN SUCH CONTRACTS ARE FEASIBLE AND PERMITTING
14 PHYSICIANS AND PHYSICIAN GROUPS TO BILL AND COLLECT FEES FOR
15 DIRECTLY PROVIDED SERVICES.

16

17 **SUP. ANTONOVICH, MAYOR:** MOTION BY YAROSLAVSKY. SECONDED.
18 WITHOUT OBJECTION, SO ORDERED.

19

20 **CLERK SACHI HAMAI:** ITEMS 70 THROUGH 72 ARE ALSO BEFORE YOU.

21

22 **SUP. ANTONOVICH, MAYOR:** MOTION BY BURKE. SECONDED. WITHOUT
23 OBJECTION, SO ORDERED.

24



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1 **CLERK SACHI HAMAI:** SEPARATE MATTERS, ITEMS 73 THROUGH 75. ON
2 ITEM 73, WE'LL HOLD THIS FOR A REPORT. ON ITEM 74, WE'LL HOLD
3 THIS ITEM FOR A REPORT. ON ITEM 75, THIS IS THE TREASURER AND
4 TAX COLLECTOR'S RECOMMENDATION TO ADOPT RESOLUTION AUTHORIZING
5 THE ISSUANCE AND SALE OF GARVEY SCHOOL DISTRICT GENERAL
6 OBLIGATION BONDS 2004 ELECTION 2006 SERIES IN A AGGREGATE
7 PRINCIPAL AMOUNT NOT TO EXCEED 11 MILLION.

8

9 **SUP. ANTONOVICH, MAYOR:** MOTION BY BURKE. SECONDED. WITHOUT
10 OBJECTION, SO ORDERED.

11

12 **CLERK:** MISCELLANEOUS, ADDITIONS TO THE AGENDA REQUESTED BY
13 BOARD MEMBERS AND THE CHIEF ADMINISTRATIVE OFFICER, WHICH WERE
14 POSTED MORE THAN 72 HOURS IN ADVANCE OF THE MEETING, AS
15 INDICATED ON THE GREEN SUPPLEMENTAL AGENDA. ITEM 76-A.

16

17 **SUP. ANTONOVICH, MAYOR:** MOTION BY YAROSLAVSKY. SECONDED.
18 WITHOUT OBJECTION, SO ORDERED.

19

20 **CLERK SACHI HAMAI:** 76-B.

21

22 **SUP. ANTONOVICH, MAYOR:** MOTION BY KNABE. SECONDED. WITHOUT
23 OBJECTION, SO ORDERED.

24

25 **CLERK SACHI HAMAI:** 76-C.



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1

2 **SUP. ANTONOVICH, MAYOR:** SO MOVED. SECONDED BY BURKE. WITHOUT
3 OBJECTION, SO ORDERED.

4

5 **CLERK SACHI HAMAI:** 76-D.

6

7 **SUP. ANTONOVICH, MAYOR:** SO MOVED. SECONDED BY YAROSLAVSKY.
8 WITHOUT OBJECTION, SO ORDERED.

9

10 **CLERK SACHI HAMAI:** THAT COMPLETES THE READING OF THE AGENDA.
11 BOARD OF SUPERVISORS' SPECIAL ITEMS BEGIN WITH SUPERVISORIAL
12 DISTRICT NO. 2.

13

14 **SUP. ANTONOVICH, MAYOR:** YVONNE, LET ME DO THE EMPLOYEE OF THE
15 MONTH. FIRST, WE WOULD LIKE TO, BEFORE SUPERVISOR BURKE MAKES
16 HER PRESENTATIONS, RECOGNIZE THE EMPLOYEE OF THE MONTH FROM
17 THE COUNTY OF LOS ANGELES, NOVEMBER 2006, CAROL WILLIAMS, WHO
18 HAS BEEN WORKING WITH OUR COUNTY FOR THE PAST 25 YEARS IS
19 CURRENTLY EMPLOYED AS THE SECTION HEAD OF THE ELECTION
20 DOCUMENT PROCESSING SERVICES UNIT WITH THE DEPARTMENT OF
21 REGISTRAR-RECORDER/COUNTY CLERK. MISS WILLIAMS IS RESPONSIBLE
22 FOR ENSURING THE SUCCESSFUL OPERATION OF VARIOUS UNITS
23 INCLUDING THE TELEPHONE UNIT, PROVIDING OVERSIGHT AND
24 MANAGEMENT FOR THE HELP AMERICA VOTE ACT AND CONTINUALLY HAS
25 RAISED THE STANDARD OF PERFORMANCE AND PRODUCTIVITY WITHIN THE



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1 DEPARTMENT, WITHIN THE ELECTION PREPARATION BUREAU, WITH THE
2 RELENTLESS EFFORTS TO IDENTIFY PROBLEMS AND FINDING EFFECTIVE
3 SOLUTIONS. FOR THE PAST 24 YEARS, SHE'S BEEN CONDUCTING
4 TELEPHONE COMPUTER TRAINING CLASSES FOR HUNDREDS OF EMPLOYEES.
5 WITH THE INTRODUCTION OF COMPUTERS, SHE WAS SELECTED AS THE
6 FIRST SUPERVISOR OF THE COMPUTER TERMINAL UNIT IN OUR DATA
7 ENTRY AND SIGNATURE VERIFICATION SECTION. SHE HAS BEEN THE
8 DEPARTMENT'S REPRESENTATIVE AND TEAM CAPTAIN FOR THE MARCH OF
9 DIMES SINCE 1990 AND HAS BEEN ANNUALLY RECOGNIZED AS A TOP
10 ACHIEVER OF THE COUNTY, HAVING RAISED MORE THAN \$150,000 IN
11 FUNDS. IN RECOGNITION OF THESE ACCOMPLISHMENTS, HER DEDICATION
12 AND HARD WORK, WE WANT TO PRESENT CAROL THIS PROCLAMATION ON
13 BEHALF OF THE RECOGNITION SHE'S RECEIVED AS THE 2006 NOVEMBER
14 EMPLOYEE OF THE MONTH. [APPLAUSE]

15

16 **SUP. ANTONOVICH, MAYOR:** SHE'S GOT HER OWN FAN CLUB. [LAUGHTER
17]

18

19 **CAROL WILLIAMS:** THANK YOU, LADIES AND GENTLEMEN. GOOD MORNING.
20 I JUST WANT TO SAY THANK YOU MAYOR ANTONOVICH AND MEMBERS OF
21 THE BOARD FOR SUCH AN HONOR. IT'S REALLY A PLEASURE TO BE HERE
22 AND I'D JUST LIKE TO HAVE THE FRIENDS AND MY MANAGERS WHO CAME
23 DOWN IN THE AUDIENCE TO PLEASE STAND. THANK YOU FOR COMING.
24 THANKS FOR YOUR SUPPORT. [APPLAUSE]

25



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1 **CAROL WILLIAMS:** AREN'T THEY JUST WONDERFUL TO BE HERE? I
2 REALLY APPRECIATE IT. THANK YOU SO MUCH AND THANKS AGAIN.

3

4 **SUP. ANTONOVICH, MAYOR:** THANK YOU. CONGRATULATIONS. HERE'S
5 YOUR COUNTY PIN. CONNY MCCORMACK, OUR DEPARTMENT CHAIR?

6

7 **CONNY MCCORMACK:** I WOULD JUST LIKE TO PERSONALLY CONGRATULATE
8 CAROL. SHE'S DONE A FANTASTIC JOB FOR OUR DEPARTMENT AND HAS
9 BEEN A MAJOR LEADER IN INSTITUTING THE HELP AMERICA VOTE ACT
10 IN OUR COUNTY AND MAKING SURE EVERYONE GETS REGISTERED AND ON
11 THE ROLLS. SHE'S VERY RESPONSIBLE FOR THAT. SO, FOR ALL YOU DO
12 FOR THE COMMUNITY, CAROL, FOR ALL YOU'VE DONE FOR OUR
13 DEPARTMENT FOR OVER 20 YEARS, WE REALLY APPRECIATE YOU. THANK
14 YOU. [APPLAUSE]

15

16 **CAROL WILLIAMS:** THANK YOU. [APPLAUSE] [APPLAUSE]

17

18 **SUP. ANTONOVICH, MAYOR:** SUPERVISOR BURKE.

19

20 **SUP. BURKE:** WELL, IT'S REALLY A PLEASURE FOR ME TO BRING FORTH
21 ELIZABETH "LIBBY" CLARK. NOW, ALL OF US KNOW HER AS LIBBY
22 CLARK AND SHE'S KNOWN AS THE DEAN OF WEST COAST AFRICAN-
23 AMERICAN JOURNALISM. SHE HAS A LONG AND SUCCESSFUL 60-YEAR
24 CAREER IN THE JOURNALISM FIELD. IN 1969, SHE BECAME THE FIRST
25 AFRICAN-AMERICAN PUBLIC INFORMATION OFFICER FOR L.A. COUNTY.



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1 SHE WAS ASSIGNED TO KING/DREW MEDICAL CENTER, LATER
2 TRANSFERRING TO COUNTY U.S.C. HOSPITAL. SHE BEGAN HER CAREER
3 IN THE EARLY 1940S FOR THE PHILADELPHIA TRIBUNE AND, OVER THE
4 YEARS, HAS WORKED FOR MORE AFRICAN-AMERICAN NEWSPAPERS THAN
5 ANY OTHER REPORTER IN THE UNITED STATES. SHE HAS WRITTEN
6 SEVERAL BOOKS, INCLUDING THE BLACK FAMILY REUNION COOKBOOK
7 THAT'S SOLD OVER 100,000 COPIES AND THE PLUM BOOK,
8 ENCOMPASSING HISTORICAL ASPECTS OF LIVING BLACK IN LOS
9 ANGELES. SHE HAS RECEIVED-- IN FACT, I THINK THE PLUM BOOK WAS
10 REALLY-- SUPERVISOR HAHN PUT OUT THE PLUM BOOK FOR HER. SHE
11 HAS RECEIVED NUMEROUS CAREER RECOGNITIONS THAT INCLUDE BEING
12 HONORED WITH A NAACP IMAGE AWARD, NATIONAL COUNCIL OF NEGRO
13 WOMEN BETHUNE AWARD AND NUMEROUS CONGRESSIONAL CITATIONS. IT
14 IS WITH GREAT PLEASURE THAT I PRESENT THIS SCROLL TO A VETERAN
15 JOURNALIST AND A PERSON WHO HAS BEEN SO ACTIVE IN THE ENTIRE
16 LOS ANGELES COUNTY SCENE IN TERMS OF ALL OF THE ISSUES THAT
17 ARE IMPORTANT AS WELL ON THE NATIONAL SCENE TO LIBBY CLARK. [
18 APPLAUSE]

19

20 **SUP. BURKE:** LET'S SEE. I THINK I NEED TO MAKE THIS LONGER SO
21 SHE CAN REACH IT.

22

23 **LIBBY CLARK:** GOOD MORNING. I'M BOTH FLATTERED AND HONORED FOR
24 THIS RECOGNITION. IT MEANS SO MUCH TO ME. BUT I HAVEN'T DONE
25 THIS ALONE. YOU STAND ON THE SHOULDERS OF MANY, OF MANY



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1 FACETS, MANY RACES AND PEOPLE WHO WISH YOU WELL. AT 88 YEARS
2 OLD, I HAVE SEEN IT ALL FOR THE HALL OF ADMINISTRATION AND
3 EVERYTHING. THIS YOUNG LADY STANDING HERE, WHO SUCCEEDED
4 SUPERVISOR KENNETH HAHN, WHOSE CAMPAIGN I WORKED IN TO THE
5 BONES AND THEN WITH HIS LADY, TOO, AND, AS I'VE SAID, WE STAND
6 ON THE SHOULDERS OF MANY, MANY PEOPLE, AND I'M GRATEFUL AND
7 HONORED TO RECEIVE THIS AWARD. THANK YOU. [APPLAUSE]

8

9 **LIBBY CLARK:** PEOPLE THAT ARE WITH ME ARE DEAREST, DEAREST
10 FRIENDS OF MINE. GREGORY GREEN WAS THE SON OF MY PARTNER FOR
11 44 YEARS. AUDREY HARRIS IS MY OLDEST AND DEAREST FRIEND. BOTH
12 OF US HAIL FROM PENNSYLVANIA, SHE FROM PHILADELPHIA AND ME
13 FROM A LITTLE TOWN IN CHESTER, PENNSYLVANIA, WHERE I WAS THE
14 FIRST AFRICAN-AMERICAN REPORTER FOR A METROPOLITAN NEWSPAPER,
15 1940. [APPLAUSE]

16

17 **LIBBY CLARK:** PAT DOUGLAS, MY NIECE, AND MAXINE HAS GONE
18 ALREADY.

19

20 **SUP. BURKE:** A LONG-TIME SUPPORTER. THANK YOU AND, LIBBY, WE
21 CERTAINLY APPRECIATE ALL YOU HAVE DONE AND YOUR PLUM BOOK, SHE
22 KEEPS ASKING ME, "AREN'T YOU GOING TO DO ANOTHER PLUM BOOK?" I
23 SAID, "WELL, YOU KNOW, INSTEAD OF A PLUM BOOK, LET'S COME UP
24 WITH A HISTORY BOOK THAT YOU PUT TOGETHER" BECAUSE SHE HAS



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1 SOME GREAT PHOTOGRAPHS OF L.A. COUNTY. THANK YOU. THAT
2 CONCLUDES MY PRESENTATIONS.

3

4 **SUP. ANTONOVICH, MAYOR:** SUPERVISOR YAROSLAVSKY.

5

6 **SUP. YAROSLAVSKY:** WE DON'T HAVE ANY PRESENTATIONS.

7

8 **SUP. ANTONOVICH, MAYOR:** SUPERVISOR KNABE.

9

10 **SUP. KNABE:** THIS MORNING, WE WANT TO CONGRATULATE ONE OF THE
11 OUTSTANDING HOSPITAL ADMINISTRATORS IN OUR COUNTY OF LOS
12 ANGELES AND THAT'S SCOTT REINER, ON HIS 10 YEAR AS CHIEF
13 EXECUTIVE OF GLENDALE ADVENTIST HOSPITAL FOR HIS PROMOTION TO
14 SENIOR VICE PRESIDENT OF ADVENTIST HEALTH. A RESIDENT OF
15 GLENDALE, HE HAS SERVED AS THE CHIEF EXECUTIVE OFFICER FOR THE
16 MEDICAL CENTER SINCE 1999. HIS LEADERSHIP AND SKILLS HAVE LED
17 TO A FINANCIAL TURNAROUND AND CAMPUS EXPANSION OF THE
18 FACILITY. HE'S CREDITED WITH LIFTING THE HOSPITAL FROM
19 FINANCIAL STRAITS IN 2000 WHEN IT WAS STRUGGLING WITH RISING
20 HEALTHCARE COSTS. TODAY, HIS TENURE HAS BROUGHT NEW AND
21 EXPANDED UNITS FOR CARDIOLOGY, ONCOLOGY AND NEUROSCIENCES AND
22 A MASTER CAMPUS PLAN, INCLUDING A \$100 MILLION PATIENT TOWER
23 WHICH IS CURRENTLY UNDER CONSTRUCTION AND IT CAN BE SEEN AS
24 YOU DRIVE THE 134 WEST. IN HIS NEW POSITION AS SENIOR VICE
25 PRESIDENT, MR. REINER WILL DEVELOP BUSINESS AND PHYSICIAN



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1 STRATEGIES FOR THE COMPANY AND OVERSEE ITS NORTHERN AND
2 CENTRAL CALIFORNIA HOSPITALS AS WELL. SO, SCOTT, IT'S BEEN
3 GREAT WORKING WITH YOU THESE PAST 17 YEARS AND WE LOOK FORWARD
4 TO CONTINUING THAT RELATIONSHIP AS YOU MOVE UP YOUR CAREER
5 PATH.

6

7 **SCOTT REINER:** THANK YOU, MAYOR. [APPLAUSE]

8

9 **SCOTT REINER:** I WANTED TO THANK MAYOR ANTONOVICH FOR HIS
10 SUPPORT OF ADVENTIST HEALTH AND GLENDALE ADVENTIST MEDICAL
11 CENTER. THIS LAST YEAR IN 2005 WE CELEBRATED OUR 100TH YEAR IN
12 OPERATION IN THE COMMUNITY AND, WITH THE NEW TOWER EXPANSION,
13 WE'RE GOING TO BE, WITH THE INVESTMENT MADE IN OUR COMMUNITY,
14 WE'RE GOING TO BE ABLE TO SERVE FOR MANY, MANY, MANY MORE
15 YEARS AND WITH EXPANDED CAPACITY, SO THANK YOU TO THE BOARD OF
16 SUPERVISORS AND MAYOR ANTONOVICH FOR YOUR SUPPORT THROUGH THE
17 YEARS. THANK YOU.

18

19 **SUP. ANTONOVICH, MAYOR:** SO ARE YOU GOING TO STAY HERE OR MOVE?
20 [INDISTINCT CONVERSATION] [APPLAUSE]

21

22 **SUP. ANTONOVICH, MAYOR:** NOW WE HAVE MR. COOPER, WHO IS A
23 BEARDED COLLIE MIX, HE'S LOOKING FOR A HOME. MR. COOPER IS 12
24 WEEKS OLD, SO IT'S GOING TO BE A BIG ONE. ANYBODY WHO WOULD
25 LIKE TO ADOPT CAN CALL THE TELEPHONE NUMBER AT THE BOTTOM OF



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1 YOUR SCREEN, (562) 728-4644. OR ANYBODY IN THE AUDIENCE WHO
2 WOULD LIKE TO ADOPT MR. COOPER, HE'S LOOKING FOR A HOME AND HE
3 HAS A NICE APPETITE.

4

5 **SUP. BURKE:** MAXINE, THIS IS A GOOD DOG!

6

7 **SUP. ANTONOVICH, MAYOR:** THIS IS YOUR CHANCE! SUPERVISOR BURKE?
8 YOUR ADJOURNMENTS?

9

10 **SUP. BURKE:** I HAVE THREE ADJOURNMENTS. I MOVE THAT WHEN WE
11 ADJOURN TODAY, WE ADJOURN IN MEMORY OF PHYLLIS YOUNG, A
12 REGIONAL ADMINISTRATOR AND COLLECTION COORDINATOR FOR THE L.A.
13 COUNTY PUBLIC LIBRARY FOR OVER 35 YEARS WHO PASSED AWAY ON
14 NOVEMBER 15TH WHILE ON A RECRUITING TRIP FOR NEW LIBRARIANS.
15 SHE LEAVES TO CHERISH HER MEMORY TWO AUNTS, SALLY AND FRANCIS,
16 AND TWO COUSINS, JAMIE AND DIANE. AND MARCUS CASSEL, FORMER
17 UCLA AND CAROLYN PANTHER FOOTBALL PLAYER FROM THE CITY OF
18 CARSON, WHO PASSED AWAY ON NOVEMBER 17TH IN A SOLO VEHICLE
19 ACCIDENT IN SANTA MONICA. HE WAS 23 YEARS OLD. HE LEAVES TO
20 CHERISH HIS MEMORY A HOST OF FAMILY AND FRIENDS. THE HONORABLE
21 JACK W. MORGAN, AN HONORABLE SUPERIOR COURT JUDGE FOR OVER 12
22 YEARS, RECENTLY PASSED AWAY ON NOVEMBER 10TH. HE MOST RECENTLY
23 SERVED AS JUDGE IN THE COMPTON COURTHOUSE. HE LEAVES TO
24 CHERISH HIS MEMORY A HOST OF FAMILY AND FRIENDS.

25



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1 **SUP. KNABE:** I'D LIKE TO BE ADDED TO THAT AS WELL.

2

3 **SUP. BURKE:** ALL MEMBERS. WOULD ALL MEMBERS LIKE TO BE ON THE
4 LIBRARIAN'S ADJOURNMENT? RECRUITING FOR LIBRARIAN PASSED AWAY.

5

6 **SUP. ANTONOVICH, MAYOR:** SECONDED. WITHOUT OBJECTION, SO
7 ORDERED.

8

9 **SUP. BURKE:** SHOULD I GO ON WITH MY ITEMS? I'D LIKE TO CALL UP-
10 - DO YOU WANT TO DO ALL THE ADJOURNMENTS FIRST?

11

12 **SUP. YAROSLAVSKY:** MR. CHAIRMAN, I HAVE TWO. I'M VERY SAD TO
13 REPORT, I HAVE TWO ADJOURNING MOTIONS FOR JACOB AND ARLENE
14 LITTMAN, PARENTS OF M.T.A. DIRECTOR OF COMMUNICATIONS MARC
15 LITTMAN, WHO WE ALL KNOW. BOTH OF HIS PARENTS RECENTLY PASSED
16 AWAY WITHIN DAYS OF EACH OTHER AFTER SHORT ILLNESSES. THEY'D
17 BEEN MARRIED FOR 58 YEARS-- SHHH-- HAD BEEN MARRIED FOR 58
18 YEARS AND ARE SURVIVED BY THEIR SON, MARC, AND TWO DAUGHTERS,
19 FAWN AND LAUREL, SIX GRANDCHILDREN, WILLIAM, BEN, JONATHAN,
20 AARON, ALYSSA, AND ADAM. ALL MEMBERS ON THAT.

21

22 **SUP. ANTONOVICH, MAYOR:** ALL MEMBERS ON THAT.

23

24 **SUP. YAROSLAVSKY:** I ALSO ASK THAT WE ADJOURN IN THE MEMORY OF
25 ROBERT ALTMAN, RENOWNED FILM DIRECTOR WHO IS KNOWN FOR SUCH



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1 FEATURES AS M.A.S.H., MCCABE AND MRS. MILLER, NASHVILLE, THE
2 PLAYER, GOSFORD PARK, AND NUMEROUS OTHER FEATURES, INCLUDING
3 HIS LATEST ONE WHICH WAS PRAIRIE HOME COMPANION, WHICH WAS A
4 WONDERFUL FILM, WHO PASSED AWAY AT THE AGE OF 81. HE WAS
5 NOMINATED FIVE TIMES FOR THE OSCAR DURING A LONG CAREER THAT
6 BEGAN WITH HIS DEBUT FILM IN 1958 AND HE WAS KNOWN AND
7 RESPECTED FOR HIS UNCOMPROMISING WORK. HE IS SURVIVED BY HIS
8 WIFE, KATHRYN, THEIR TWO SONS, ROBERT AND MATTHEW AND A
9 DAUGHTER, CHRISTINE, AND TWO OTHER SONS, MICHAEL AND STEPHEN
10 FROM TWO PREVIOUS MARRIAGES. THOSE ARE MY ADJOURNMENTS.

11
12 **SUP. ANTONOVICH, MAYOR:** SECONDED. WITHOUT OBJECTION, SO
13 ORDERED. SUPERVISOR KNABE, ADJOURNMENTS?

14
15 **SUP. KNABE:** YES, I DO. MR. MAYOR, I HAVE A NUMBER OF
16 ADJOURNMENTS. FIRST OF ALL, THAT WE ADJOURN IN MEMORY OF, THIS
17 IS TRAGIC, OF WHITNEY YOUNG, WHO WAS A WONDERFUL AND KIND 19-
18 YEAR-OLD GIRL WHO PASSED AWAY THIS PAST THURSDAY. SHE HAD A
19 VERY EXTREMELY PRODUCTIVE LIFE. SHE MADE A LAST IMPRESSION ON
20 MANY FAMILY MEMBERS, FRIENDS, AND EVEN PERSONS WHO HAD NEVER
21 HAD THE PLEASURE OF MEETING HER. WHITNEY GREW UP IN PALOS
22 VERDES, ATTENDED PV HIGH AND MESA COLLEGE IN SAN DIEGO. SHE
23 LOVED DEVOTING HER TIME TO CHILDREN AND DREAMED OF BEING A
24 TEACHER SOME DAY HERSELF. SHE PARTICIPATED IN MANY COMMUNITY
25 ORGANIZATIONS AND ALWAYS HAPPY TO GIVE HER TIME TO HELP



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1 ANYONE. EVEN THOUGH HER LIGHT HAS GONE OUT IN THE WORLD TODAY,
2 SHE LIVES ON IN THE HEARTS, MINDS AND MEMORIES OF THOSE WHO
3 SHE HAS TOUCHED IN SO MANY WAYS. SHE WILL NEVER BE FORGOTTEN.
4 SHE IS SURVIVED BY HER MOTHER, MARLENE, FATHER, STEVE, LOGAN
5 AND JONATHAN AS WELL AS NUMEROUS FAMILY AND FRIENDS. A REAL
6 TRAGEDY.

7

8 **SUP. ANTONOVICH, MAYOR:** SECONDED. WITHOUT OBJECTION, SO
9 ORDERED.

10

11 **SUP. KNABE:** ALSO THAT WE-- DID YOU-- YVONNE, DID YOU DO THE
12 ADJOURNMENT FOR PHYLLIS YOUNG? DID YOU DO THE ADJOURNMENT FOR
13 PHYLLIS YOUNG, THE LIBRARIAN? YES? OKAY. AS WELL, I WANT TO
14 JOIN IN THAT. SHE WAS A VERY ACTIVE LIBRARIAN AND WILL BE
15 MISSED IN THE EAST SAN GABRIEL VALLEY. ALSO THAT WE ADJOURN IN
16 MEMORY OF RUTH SHELLHORN, LONG-TIME SOUTH BAY RESIDENT, AND
17 SHE WAS A MEMBER OF DISNEYLAND'S ORIGINAL ARCHITECTURAL DESIGN
18 TEAM. SHE PASSED AWAY AT TORRANCE MEMORIAL FROM COMPLICATIONS
19 OF STROKES. RUTH WAS 97. ALSO THAT WE ADJOURN IN MEMORY OF
20 THELMA REEVES, WHO PASSED AWAY AT THE AGE OF 82. SHE WAS THE
21 YOUNGEST OF 12 CHILDREN. SHE WAS INVOLVED IN MANY ACTIVITIES,
22 INCLUDING WORKING AS A CAREGIVER FOR THE DEPARTMENT OF SOCIAL
23 SERVICES IN-HOME SUPPORTIVE SERVICES. HER FAMILY ALWAYS CAME
24 FIRST, ESPECIALLY HER GRANDCHILDREN AND THEIR FAMILIES. SHE IS
25 SURVIVED BY HER SON, JAMES, WIFE, LYNN, GRANDDAUGHTER, TWO



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1 GRANDSONS, ONE SISTER AND SIX GREAT GRANDCHILDREN. ALSO THAT
2 WE ADJOURN IN MEMORY OF FRANK PAVIA. HE WAS A LOVING HUSBAND
3 AND FATHER OF FOUR. HE AND HIS FAMILY RESIDED IN PALOS VERDES.
4 HE IS SURVIVED BY HIS WIFE, JAN, HIS CHILDREN LOUIS, DEREK,
5 ROBERT AND ISABELLA, HIS MOTHER ROSE MARIE, NUMEROUS BROTHERS
6 AND SISTERS. HE WILL BE DEARLY MISSED BY HIS FAMILY AND
7 FRIENDS. ALSO THAT WE ADJOURN IN MEMORY OF NEVADA MILLER. SHE
8 REMAINED CHEERFUL EVEN INTO HER LAST DAYS. SHE LIVED IN
9 WASHINGTON STATE FOR A SHORT TIME AND FINALLY SETTLED IN
10 SOUTHERN CALIFORNIA IN 1947. SHE LOVED GARDENING AND SANG IN
11 HER CHURCH CHOIR FOR 44 YEARS. SHE IS SURVIVED BY HER HUSBAND
12 OF 60 YEARS, MURREL, HER CHILDREN MIKE AND KEN, DAUGHTERS IN
13 LAW, KATHY AND DENA, GRANDCHILDREN, CURTIS AND MOLLY, AND HER
14 TWIN SISTERS, BERTHA AND BESSIE HONEYCUTT. FINALLY, THAT WE
15 ADJOURN IN MEMORY OF TRINI ALMENDAREZ, A LONG-TIME LONG BEACH
16 RESIDENT, HE SERVED WITH THE CIVILIAN CONSERVATION CORPS KNOWS
17 AS THE THREE CS CAMP FROM 1937 TO '38. VERY ACTIVE WITH THE
18 DAISY AVENUE CHRISTMAS LANE PARADE EACH AND EVERY YEAR. HE WAS
19 THE BEST HUSBAND, DAD, GRANDPA, UNCLE AND FRIEND AND WILL BE
20 MISSED BY MANY. HE IS SURVIVED BY HIS WIFE, DOLORES, CHILDREN,
21 MARIA AND TRINIDAD, JR., FIVE GRANDCHILDREN, FIVE GREAT-
22 GRANDCHILDREN, AND THREE SISTERS. AND THOSE ARE MY
23 ADJOURNMENTS, MR. MAYOR.

24



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1 **SUP. ANTONOVICH, MAYOR:** SECONDED. WITHOUT OBJECTION, SO
2 ORDERED. I'D LIKE TO MOVE THAT WE ADJOURN IN MEMORY OF A GOOD
3 FRIEND OF MINE, MILDRED YOUNGER, WHO WAS A NEIGHBOR AND ONE
4 WHO HELPED ME BEGIN MY POLITICAL CAREER. SHE WAS INVOLVED IN
5 POLITICAL PROCESS FOR THE PAST THREE DECADES IN THE REPUBLICAN
6 PARTY ACTIVITIES AND HELPING THE CAREER-- GUIDE HER HUSBAND, A
7 FORMER ATTORNEY GENERAL AND DISTRICT ATTORNEY, YOUNGER, WHO
8 PASSED AWAY ON NOVEMBER 15TH AFTER A LONG ILLNESS. SHE ALSO
9 WORKED AS AN EDITORIAL WRITER FOR KNXT, A CONSULTANT TO
10 PRESIDENT RICHARD NIXON AND, BY 1970, WAS APPOINTED TO THE LOS
11 ANGELES CITY LIBRARY COMMISSION AND THE COMMUNITY
12 REDEVELOPMENT AGENCY. ANOTHER FRIEND AND ROLE MODEL, DR.
13 MILTON FRIEDMAN, WHO PASSED AWAY THIS PAST WEEK AT THE AGE OF
14 94. HE IS THE RECIPIENT OF THE NOBEL PRIZE FOR ECONOMICS IN
15 1976 AND HIS LEGACY LIVES ON AT THE CHICAGO SCHOOL OF
16 ECONOMICS. HIS IDEAS CAME FROM ONE OF HIS MENTORS, DR.
17 FREDERICK HYAK, ALSO A NOBEL PRIZE WINNER, AND DR. LUDWIG VON
18 MUSSES, WHO WAS A REFUGEE FROM THE NAZI REGIME THAT TOOK OVER
19 HIS HOME AND HE MIGRATED TO NEW YORK, WHERE HE WAS THE HEAD OF
20 THE ECONOMIC ECONOMICS DEPARTMENT AT NEW YORK UNIVERSITY. DR.
21 FRIEDMAN WAS QUITE INSTRUMENTAL IN THE POLITICAL PHILOSOPHY
22 AND DEVELOPING THE ECONOMIC OPPORTUNITIES THAT MARGARET
23 THATCHER AND FORMER PRESIDENT RONALD REAGAN USED DURING THEIR
24 ADMINISTRATIONS. PRESIDENT GEORGE W. BUSH NAMED FRIEDMAN AS A
25 MAN WHO HELPED HUMAN DIGNITY AND HUMAN FREEDOM. HE PREACHED



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1 FREE ENTERPRISE IN THE FACE OF EXCESSIVE REGULATION AND
2 ADVOCATED MONETARY POLICY INVOLVING STEADY GROWTH. HE IS
3 SURVIVED BY HIS WIFE, ROSE, WHO IS AN ECONOMIST AND WHO IS HIS
4 CO-WRITER IN MANY OF HIS WORKS AND HIS DAUGHTER, JANET, WHO IS
5 AN ATTORNEY AND HIS SON, DAVID, WHO IS ALSO AN ATTORNEY WHO
6 TEACHES AT SANTA CLARA UNIVERSITY IN NORTHERN CALIFORNIA.
7 ESTELLE HOFFMAN OF PASADENA, WHO IS THE MOTHER AND MOTHER-IN-
8 LAW OF OUR DOROTHEA PARK FROM THE CAO'S OFFICE AND HER SON-IN-
9 LAW JIM PARK FROM PARKS AND REC. ESTELLA SIMONE WONG, WHO IS A
10 RESIDENT OF ALHAMBRA. SHE PASSED AWAY IN AUGUST. SHE IS
11 SURVIVED BY HER DAUGHTER, GLORY, WHO WORKS FOR THE DEPARTMENT
12 OF PUBLIC WORKS AND PAULINE AND CHRISTINE AND ESSY AND
13 GRANDDAUGHTER, NICOLE. A VERY SWEET LADY. DEPUTY SHERIFF
14 WILFRED MASSEY, WHO PASSED AWAY AT THE AGE OF 93. DR. MAURINE
15 TIMMERMAN, PROFESSOR EMERITUS OF MUSIC AT CALIFORNIA STATE
16 UNIVERSITY AT LOS ANGELES AND ALSO WELL KNOWN EDUCATOR AND
17 AUTHOR. ARLEN DURWOOD POTTER, WHO SERVED 33 YEARS IN ANTELOPE
18 VALLEY SCHOOL DISTRICT AS A TEACHER, COACH, AS WELL AS A
19 FOOTBALL WRESTLING COACH AT PALMDALE HIGH SCHOOL AND THEN A
20 TEACHER DIVING COACH AT QUARTZ HILLS HIGH SCHOOL. JUDGE JOSEPH
21 GORDON MCNULTY, WHO SAT IN THE RIO HONDO AND EL MONTE. HE
22 RETIRED IN 1991 BUT HE CONTINUED WORKING AS A JUDGE IN RANCHO
23 AND POMONA COURTS UNTIL THE END. ROBERT ARMSTRONG, MEMBER OF
24 THE ALTADENA COMMUNITY AND THE ALTADENA SHERIFF'S SUPPORT
25 GROUP, SURVIVED BY HIS WIFE OF 14 YEARS, SARA. HE HAD THREE



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1 DAUGHTERS, SIX SONS, 16 GRANDCHILDREN AND TWO GREAT
2 GRANDCHILDREN. AND ARMY SPECIALIST MATTHEW CREED OF COVINA WHO
3 WAS KILLED IN IRAQ. SECONDED BY BURKE. WITHOUT OBJECTION, SO
4 ORDERED. SUPERVISOR BURKE.

5

6 **SUP. BURKE:** ALL RIGHT. THANK YOU VERY MUCH. I WOULD LIKE TO
7 CALL UP ITEM NUMBER 2. WE HAVE A NUMBER OF PEOPLE HERE THAT--
8 YES, WE WANT TO...

9

10 **CLERK SACHI HAMAI:** ITEM NUMBER 3.

11

12 **SUP. BURKE:** 3. I'M SORRY. ITEM 3, YES. I KNOW THAT WE HAVE
13 CONGRESSWOMAN WATERS HERE, WE HAVE SENATOR ROMERO, WE HAVE
14 ALSO CHUCK TURNER FROM THE BOSTON CITY COUNCIL. I WILL TURN
15 THESE OVER TO YOU, BUT THOSE THREE, WE WOULD LIKE TO HAVE THEM
16 CALLED UP FIRST. I JUST WANTED TO POINT THOSE OUT.

17

18 **SUP. ANTONOVICH, MAYOR:** (LAUGHTER). OH, THANK YOU VERY MUCH.
19 LET'S CALL UP CONGRESSWOMAN WATERS, SENATOR ROMERO AND...

20

21 **SUP. BURKE:** COULD WE HAVE MIKE HENRY FIRST?

22

23 **SUP. ANTONOVICH, MAYOR:** FIRST, BEFORE WE CALL UP THE SPEAKERS,
24 MAY WE HAVE MICHAEL HENRY UP FOR SOME QUESTIONS, AND THEN
25 WE'LL...



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1

2 **SUP. BURKE:** I'D LIKE TO ASK MIKE HENRY TO GIVE US SOME
3 INFORMATION ON WHERE WE ARE AND WHAT THE SITUATION IS. I KNOW,
4 AT THE LAST MEETING, IT WAS YOUR IMPRESSION THAT IT APPLIED TO
5 ONLY FELONIES BUT YOU'VE HAD A CHANCE TO LOOK AT IT, I KNOW
6 NOW. GIVE US SOME INFORMATION.

7

8 **MICHAEL HENRY:** YES, WE HAVE, SUPERVISOR. MR. MAYOR, MEMBERS OF
9 THE BOARD, ON MAY 23RD, YOUR BOARD PASSED A MOTION BROUGHT BY
10 SUPERVISOR BURKE WHICH ASKS THE DEPARTMENT OF HUMAN RESOURCES,
11 OUR CHIEF ADMINISTRATIVE OFFICER AND OUR COUNTY COUNSEL TO
12 LOOK AT A NUMBER OF ISSUES. ONE, YOU ASKED THAT WE CONDUCT A
13 COMPREHENSIVE ANALYSIS TO DETERMINE THE EXTENT TO WHICH
14 DEPARTMENTS ARE INAPPROPRIATELY DISQUALIFYING APPLICANTS DUE
15 TO PRIOR CONVICTIONS; (2) EXAMINE THE FEASIBILITY OF
16 IMPLEMENTING AN APPLICATION PROCESS WHICH DOES NOT DETER
17 QUALIFIED AND REHABILITATED INDIVIDUALS FROM APPLYING FOR
18 EMPLOYMENT WHEN SUCH IS THE CASE; AND (3) DEVELOP
19 RECOMMENDATIONS TO IMPROVE TRAINING OF HUMAN RESOURCES
20 PERSONNEL IN ORDER TO ELIMINATE UNFAIR AND DISCRIMINATORY
21 ACTIONS AGAINST QUALIFIED AND REHABILITATED APPLICANTS AND WE
22 WERE TO REPORT BACK IN 45 DAYS. ON AUGUST 30TH, THE REPORT WAS
23 SUBMITTED TO YOUR BOARD AND I'LL TAKE EACH OF THE ISSUES
24 SEPARATELY AND GIVE YOU OUR ANALYSIS OF THEM. IN TERMS OF
25 CONDUCTING A COMPREHENSIVE ANALYSIS TO DETERMINE THE EXTENT TO



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1 WHICH DEPARTMENTS ARE INAPPROPRIATELY DISQUALIFY APPLICANTS,
2 WE BASICALLY SURVEYED 20-- I THINK IT'S 38 DEPARTMENTS AND 23
3 OTHER AGENCIES, A TOTAL OF 60 AGENCIES, IF YOU WILL, IN TERMS
4 OF HOW THEY ARE DEALING WITH THIS ISSUE. AND OUR DEPARTMENTS,
5 WHEN WE SURVEYED THEM, WE FOUND THAT THEY ARE APPROPRIATELY
6 DESIGNATING SENSITIVE POSITIONS, THEY'RE USING JOB NEXUS AS
7 ONE OF THEIR POLICIES, AS A CRITERIA TO DETERMINE WHETHER THE
8 APPLICANT IS QUALIFIED AND THE TYPE OF NATURE OF CRIME AS WELL
9 AS THE RECENCY OF CONVICTION. WHEN WE EXAMINED THE FEASIBILITY
10 OF IMPLEMENTING AN APPLICATION PROCESS WHICH DOES NOT DETER
11 QUALIFIED OR REHABILITATED INDIVIDUALS FROM APPLYING FROM
12 EMPLOYMENT WHEN SUCH IS THE CASE, WE TOOK FOUR OF OUR ENTRY
13 LEVEL EXAMS AND OVER A THOUSAND APPLICATIONS THAT WERE MADE
14 FOR THOSE FOUR ENTRY LEVEL EXAMS AND WE FOUND THAT, WITH THE
15 GAIN GROW PARTICIPANT PROGRAM, WHICH IS A ENTRY LEVEL EXAM
16 THAT WE GIVE, OF THE 240 APPLICATIONS REVIEWED, OVER 50%
17 CHECKED THE BOX AND BASICALLY INDICATED THAT THEY HAD HAD A
18 CRIMINAL BACKGROUND. WE ALSO FOUND THAT ABOUT 102 WERE PLACED
19 ON THE ELIGIBILITY LIST AND ARE REACHABLE FOR APPOINTMENT, SO
20 THEY DID MAKE IT THROUGH THE PROCESS ON THAT PARTICULAR
21 EXAMINATION.

22
23 **SUP. BURKE:** AND YOU SAY THOSE ARE FROM GROW?

24
25 **MICHAEL HENRY:** THAT'S FROM GROW.



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1

2 **SUP. BURKE:** DID YOU HAVE ANY FROM OTHER POSITIONS...

3

4 **MICHAEL HENRY:** YES.

5

6 **SUP. BURKE:** ...BECAUSE GROW, WE KNOW, IS ACTUALLY PEOPLE WHO
7 ARE COMING FROM GENERAL RELIEF.

8

9 **MICHAEL HENRY:** RIGHT.

10

11 **SUP. BURKE:** AND-- WHERE IT WOULD BE A LITTLE BIT DIFFERENT
12 SITUATION. DID YOU MAKE A SURVEY AS IT RELATES TO OTHERS, NOT
13 GROW OR CALWORKS?

14

15 **MICHAEL HENRY:** INTERMEDIATE CLERK WAS ANOTHER ENTRY LEVEL THAT
16 WE LOOKED AT AND WE HAD 313 APPLICATIONS THAT WE REVIEWED,
17 ABOUT 12 OR 3.8% OF THE APPLICATIONS HAD CHECKED THE BOX THAT
18 THEY HAD A CRIMINAL BACKGROUND. NONE WERE EXCLUDED DUE TO
19 THEIR CRIMINAL HISTORY. ADMINISTRATIVE AID, WHICH IS ANOTHER--
20 KIND OF HIGHER LEVEL ENTRY LEVEL POSITION, IT'S AN
21 ADMINISTRATIVE, BASIC ADMINISTRATIVE POSITION, WE HAD 188
22 APPLICANTS REVIEWED, 8 OR 4% INDICATED THAT THEY HAD A
23 CRIMINAL CONVICTION AND THERE WERE NONE THAT WERE EXCLUDED
24 BECAUSE THEY CHECKED THE BOX. ANIMAL SHELTER AID, WE HAD 291
25 APPLICANTS REVIEWED. 46 OR 15.8% INDICATED ON THEIR



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1 APPLICATION THAT THEY HAD A CRIMINAL CONVICTION. NONE WERE
2 EXCLUDED FROM THE EXAMINATION PROCESS DUE TO THEIR CONVICTION
3 HISTORY. WHILE THAT IS NOT ENOUGH INFORMATION TO MAKE A
4 CONCLUSIVE CALL, AS A MATTER OF FACT, OUR REPORT BASICALLY
5 SAYS THE INFORMATION WE GATHERED IS INCONCLUSIVE IN
6 DETERMINING WHETHER THIS IS A DETERRENT OR NOT, WE BELIEVE,
7 THOUGH, THAT WE ARE, THE COUNTY, THAT IS, OPERATING PROPERLY
8 AS IT RELATES TO THIS PARTICULAR ISSUE. WE ALSO FEEL THAT,
9 BECAUSE OF THE FACT THAT WE DON'T HAVE CONCRETE FACTS ONE WAY
10 OR THE OTHER, THAT THIS IS A ISSUE THAT (1) IS VERY EMOTIONAL
11 AND THERE IS A PERCEPTION, IF YOU WILL, THAT HAVING THE BOX OR
12 CHECKING THE BOX IS A DETERRENT. GIVEN THAT, WE HAVE BASICALLY
13 RECOMMENDED AN ALTERNATIVE THAT WE THINK IS A GOOD SOLUTION TO
14 THIS PROBLEM WHICH MAINTAINS THE PROCESS OF COLLECTING THE
15 INFORMATION UP FRONT BUT, AT THE SAME TIME, LET THE CANDIDATE
16 KNOW UP FRONT THAT CHECKING THAT BOX IS NOT AN AUTOMATIC
17 DISQUALIFICATION TO EMPLOYMENT WITH THE COUNTY OF LOS ANGELES.
18 AND, ON OUR APPLICATION, THERE IS ENOUGH ROOM, RIGHT THERE AT
19 THE BOX, THAT WE CAN PUT THAT PHRASE RIGHT THERE UP FRONT ON
20 THE APPLICATION. WE THINK IT'S IMPORTANT THAT THE CANDIDATE,
21 AS WELL AS THE HUMAN RESOURCES STAFF IN THE COUNTY, KNOW AS
22 EARLY AS POSSIBLE THIS INFORMATION SO THAT IT CAN BE TREATED
23 PROPERLY BY THE HUMAN RESOURCES PROFESSIONALS AS WELL AS NOT
24 RAISE THE EXPECTATION OF THE CANDIDATE, IF YOU WILL, TO GO
25 THROUGH A PROCESS THAT MANY TIMES TAKE, OH, 90 DAYS, 60 TO 90



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1 DAYS TO COMPLETE AND SOME OF OUR LARGER EXAMS EVEN LONGER, AND
2 THEN, AT THE END OF THE PROCESS, FIND OUT THAT THEY'VE BEEN
3 DISQUALIFIED. THAT SUMMARIZES, IF YOU WILL, MY REPORT,
4 SUPERVISOR.

5

6 **SUP. BURKE:** IF A PERSON CHECKS THE BOX, WHAT DO YOU DO NEXT?

7

8 **MICHAEL HENRY:** WHEN THE BOX IS CHECKED AND THE APPLICATION IS
9 RECEIVED, THAT BASICALLY GOES TO THE HUMAN RESOURCES STAFF
10 THAT ARE CONDUCTING THE PARTICULAR EXAM. WHAT WE FOUND IN OUR
11 SURVEY THAT I THINK 8 OF THE 38 DEPARTMENTS USE THAT
12 INFORMATION UP FRONT, I.E., THEY BASICALLY TAKE THE
13 INFORMATION OFF THE APPLICATION AND THEN THEY APPLY THE
14 POLICIES, BE THE NEXUS TO THE JOB OR OTHER POLICIES THAT THEY
15 HAVE WITHIN THEIR DEPARTMENT TO SEE IF THERE IS A PROBLEM WITH
16 OFFERING THAT INDIVIDUAL-- OR LETTING THAT INDIVIDUAL MOVE ON
17 THROUGH THE PROCESS. 30 DEPARTMENTS DO IT DIFFERENTLY AND THEY
18 BASICALLY TAKE THE INFORMATION, THEY USE IT BUT THEY USE IT
19 LATER ON IN THE PROCESS, I.E., THEY'LL USE IT MAYBE HALFWAY
20 THROUGH THE PROCESS. THERE ARE A FEW THAT USE IT AT THE END
21 BUT THEY ALL USE IT FROM THE INITIAL APPLICATION.

22

23 **SUP. BURKE:** DO YOU VERIFY THE INFORMATION THAT'S PROVIDED AS
24 PART OF THAT PROCESS?

25



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1 **MICHAEL HENRY:** WE-- WHEN-- THE INSTRUCTIONS THAT GO ALONG WITH
2 CHECKING THE BOX, WHEN YOU GET A COUNTY APPLICATION AND YOU
3 COME TO THAT BOX, THERE'S ALSO AN ATTACHMENT THAT HAS
4 INSTRUCTIONS ON WHAT YOU CAN DO IF YOU CHECK THAT BOX AND ONE
5 OF THE THINGS THAT IT REQUESTS IS ADDITIONAL INFORMATION FROM
6 THE APPLICANT: THE NATURE OF THE CRIME, WHEN IT ACTUALLY
7 HAPPENED AND ANY OTHER INFORMATION THAT THE POTENTIAL
8 CANDIDATE WOULD LIKE TO GIVE US AT THAT TIME AND SO THERE IS
9 ROOM FOR THEM TO EVEN ATTACH A STATEMENT OF SOME TYPE, IF THEY
10 WILL, REGARDING THE CIRCUMSTANCES BECAUSE ALL OF THAT IS TAKEN
11 INTO CONSIDERATION AT SOME TIME DURING THE PROCESS.

12

13 **SUP. BURKE:** IN FACT, IT'S REQUIRED, OF COURSE. IF YOU CHECK
14 THE BOX, YOU THEN HAVE TO ATTACH A LIST OF ALL OF THOSE...

15

16 **MICHAEL HENRY:** THAT IS CORRECT, SUPERVISOR.

17

18 **SUP. BURKE:** ...CONVICTIONS, MISDEMEANORS AS WELL AS FELONIES.

19

20 **MICHAEL HENRY:** THAT'S CORRECT.

21

22 **SUP. BURKE:** AND-- BUT THEN THERE IS NO INDEPENDENT CHECKING OF
23 THOSE AFTER YOU RECEIVE IT?

24



**The Meeting Transcript of
The Los Angeles County Board of Supervisors**

1 **MICHAEL HENRY:** INDEPENDENT, THERE COULD BE CONTACT WITH THE
2 HUMAN RESOURCES STAFF AND THE INDIVIDUAL AS THEY MOVE THROUGH
3 THE PROCESS IF MORE INFORMATION IS NEEDED. AT THE END OF THE
4 PROCESS OR EVEN SOMETIMES DURING THE PROCESS WHEN THEY GET
5 DOWN TO THE FINAL CANDIDATES, LIVESCAN DOES COME INTO PLAY
6 WHERE THEY ACTUALLY FINGERPRINT THE CANDIDATES IN SOME
7 INSTANCES AND THAT ELECTRONIC PROCESS GIVES MORE DATA.

8

9 **SUP. BURKE:** IF THE BOX WAS NO LONGER THERE BUT THERE WAS A
10 STATEMENT IN RED THAT, IF YOU HAVE A CONVICTION OF A
11 MISDEMEANOR OR A FELONY, THAT YOU MAY BE REQUIRED TO DISCLOSE
12 THIS AT SOME STAGE WITHIN THE EMPLOYMENT PROCESS, WHAT WOULD
13 THAT DO? DO YOU FEEL AS THOUGH THAT WOULD GIVE YOU THE
14 OPPORTUNITY TO BE ABLE TO BRING THAT INFORMATION UP? BECAUSE I
15 GUESS WHAT I'M NOT QUITE UNDERSTANDING IS HOW IMPORTANT IT IS
16 FOR IT TO BE AT THIS STAGE RATHER THAN IF THE PERSON KNOWS
17 THAT, IF THEY HAVE A CONVICTION, THAT IT CAN BE ASKED AT A
18 LATER DATE IN THE PROCESS, PERHAPS WHEN IT GETS BEFORE THE
19 DEPARTMENT.

20

21 **MICHAEL HENRY:** IT'S CERTAINLY A POLICY ISSUE WITH YOUR BOARD.
22 THERE IS NO LEGAL IMPEDIMENT TO REMOVING THE BOX. THAT IS A
23 POLICY ISSUE FOR THE BOARD. WHAT HAPPENS WHEN YOU REMOVE THE
24 BOX, THOUGH, IT REQUIRES THE HUMAN RESOURCES STAFF TO COLLECT
25 THAT INFORMATION AT SOME POINT DURING THE PROCESS. ON SMALL



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1 EXAMS, IT'S PROBABLY NOT THAT BIG A DEAL BECAUSE YOU DON'T
2 HAVE THAT MANY CANDIDATES GOING THROUGH THE PROCESS. ON VERY
3 LARGE EXAMS, WE ACTUALLY RECEIVE ABOUT-- WELL, WE HIRE ABOUT
4 11,000 NEW HIRES ANNUALLY AND WE RECEIVE ABOUT 50,000
5 APPLICATIONS ANNUALLY. SO, ON A LARGE EXAM WHERE WE NOW GET
6 THE INFORMATION UP FRONT AND IT CAN MOVE THROUGH THE PROCESS,
7 WE WOULD THEN HAVE TO GET THAT INFORMATION LATER ON IN THE
8 PROCESS AND WE WOULD HAVE TO FIGURE OUT HOW TO DO THAT.

9

10 **SUP. BURKE:** ORDINARILY, DOESN'T THE DEPARTMENT-- I THINK WHAT
11 YOU SAID IS, IF YOU CHECK THE BOX, IT THEN GOES TO THE HUMAN
12 RESOURCE AGENCY OF THE DEPARTMENT, IS THAT CORRECT?

13

14 **MICHAEL HENRY:** OF THE DEPARTMENT, THAT'S CORRECT.

15

16 **SUP. BURKE:** THAT YOU'RE APPLYING FOR.

17

18 **MICHAEL HENRY:** YEAH. IN COUNTYWIDE EXAMS, CLASSIFICATIONS THAT
19 CROSS COUNTYWIDE DEPARTMENTS, MY DEPARTMENT, BASICALLY, DOES
20 THOSE EXAMS AND THEN GIVE THE LIST TO THE DEPARTMENTS TO HIRE.

21

22 **SUP. BURKE:** AND, AT THAT POINT, YOU HAVE NOT ELIMINATED ANYONE
23 BEFORE THAT, IS THAT RIGHT, UNTIL IT GOES TO THE DEPARTMENT?

24



**The Meeting Transcript of
The Los Angeles County Board of Supervisors**

1 **MICHAEL HENRY:** THERE ARE-- I CAN'T SAY THAT NO ONE'S BEEN
2 ELIMINATED BEFORE THAT TIME BECAUSE THERE ARE AT LEAST EIGHT
3 DEPARTMENTS THAT USE THE INFORMATION UP FRONT AND WOULD
4 ELIMINATE IF THEY FOUND THAT THERE WAS A REASON TO UNDER
5 POLICY.

6

7 **SUP. BURKE:** COULD YOU PROVIDE US WITH A LIST OF THOSE
8 DEPARTMENTS?

9

10 **MICHAEL HENRY:** YES, I COULD.

11

12 **SUP. BURKE:** BECAUSE I THINK THAT, YOU KNOW, ONE OF THE THINGS
13 THAT WE'RE NOT TRYING TO PUSH DEPARTMENTS WHO FEEL AS THOUGH
14 IT'S NECESSARY TO ELIMINATE ANYONE WHO HAS ANY TYPE OF ARREST
15 AT ALL, WE WOULD CERTAINLY-- WE'RE NOT INTERESTED IN TRYING TO
16 AFFECT THEM. HOWEVER, THERE'S SOME DEPARTMENTS, LIKE ANIMAL
17 CONTROL, YOU KNOW, I JUST DON'T SEE HOW MUCH IT HAS
18 APPROPRIATION-- WHETHER OR NOT A PERSON HAD SOME MISDEMEANOR
19 WHEN THEY WERE 20, YOU KNOW? AND IT CERTAINLY COULD BE
20 DISCLOSED AT THE TIME THEY GO TO ANIMAL CONTROL AND THEY COULD
21 HAVE IT BEFORE US. IN LOOKING BACK, WHAT WE ALSO FIND, IF YOU
22 LATER FIND THAT A PERSON HAS AN ARREST OR CONVICTION, THAT IS
23 A GROUNDS FOR TERMINATING, IT SAYS ON THE APPLICATION, RIGHT?

24



**The Meeting Transcript of
The Los Angeles County Board of Supervisors**

1 **MICHAEL HENRY:** YES, YES BECAUSE IT'S CONSIDERED THAT YOU'VE
2 LIED ON YOUR APPLICATION AND FALSIFYING AN APPLICATION IS
3 GROUNDS FOR TERMINATION.

4

5 **SUP. BURKE:** ABOUT HOW MANY OF THOSE DO YOU HAVE A YEAR?

6

7 **MICHAEL HENRY:** WE DON'T TRACK THAT AND SO IT WOULD BE
8 DIFFICULT FOR ME. I COULDN'T ANSWER IT AT THIS POINT IN TIME.

9

10 **SUP. BURKE:** BUT THERE ARE SOME? I KNOW I'VE HEARD OF SOME.

11

12 **MICHAEL HENRY:** THERE ARE SOME, SURE. NO, THERE ARE SOME. THERE
13 HAVE BEEN A FEW THAT HAVE BEEN HIGH PROFILE.

14

15 **SUP. BURKE:** VERY HIGH PROFILE, THERE HAVE BEEN SOME.

16

17 **MICHAEL HENRY:** SURE.

18

19 **SUP. BURKE:** NOW, IN SOME JURISDICTIONS, THEY HAVE MOVED
20 FORWARD TO REMOVE THE BOX OR REPOSITION IT.

21

22 **MICHAEL HENRY:** THAT'S CORRECT.

23

24 **SUP. BURKE:** HAVE YOU HAD A CHANCE TO LOOK AT SOME OF THOSE
25 JURISDICTIONS?



**The Meeting Transcript of
The Los Angeles County Board of Supervisors**

1

MICHAEL HENRY: YES, WE DID IN OUR INITIAL REPORT. WE FOUND I
THINK IT WAS THREE JURISDICTIONS AT THAT TIME. I THINK IT WAS
SAN FRANCISCO, BOSTON, AND ONE OTHER THAT WE FOUND AT THAT
TIME BUT SINCE THEN, AND I PROVIDED A SUPPLEMENTAL REPORT TO
YOUR BOARD, THE CITY OF GRAND RAPIDS, MICHIGAN. LET ME BACK UP
FOR A MINUTE. THE CITY OF EAST PALO ALTO INDICATED THAT THEY
ARE REMOVING THE BOX. ALAMEDA COUNTY, NOW, HAVE PLANS TO
INITIATE A PILOT WHERE-- AND THEY'RE GOING TO DO THAT
BEGINNING JANUARY '07, WHERE THEY'RE GOING TO REMOVE THE BOX
FOR SOME OF THEIR APPLICANTS, AND WE JUST GOT THE REPORT FROM
THE PERSONNEL, GENERAL MANAGER OF THE CITY OF LOS ANGELES WHO
IS RECOMMENDING THAT THE BOX NOT BE REMOVED FROM THEIR
APPLICATION.

15

SUP. BURKE: THEY HAVE RECOMMENDED NOT TO REMOVE IT?

17

MICHAEL HENRY: AND THAT'S THE RECOMMENDATION OF THE PERSONNEL
OFFICER. IT HAS TO GO THROUGH, OF COURSE, THROUGH THEIR
GOVERNING BODY TO DECIDE WHAT WOULD ACTUALLY HAPPEN.

21

SUP. BURKE: SO IT'S GOING BEFORE THE CITY COUNCIL

23

MICHAEL HENRY: YES, CORRECT.

25



**The Meeting Transcript of
The Los Angeles County Board of Supervisors**

1 **SUP. BURKE:** ALL RIGHT. THANK YOU VERY MUCH. WE MAY HAVE SOME
2 QUESTIONS LATER.

3

4 **SUP. ANTONOVICH, MAYOR:** JUST ONE QUESTION, MICHAEL. CAN YOU
5 TELL HOW MANY APPLICANTS ARE DISQUALIFIED DUE TO CRIMINAL
6 CONVICTIONS WHO DO FILE AN APPEAL AND WHAT PERCENTAGE OF THOSE
7 END UP OVERTURNING THE DEPARTMENT'S PRIOR DECISION?

8

9 **MICHAEL HENRY:** WELL, IN OUR INITIAL REPORT, WE DID LOOK AT
10 THAT. I'VE GOT TO FIND IT IN THE REPORT. I CAN'T FIND IT RIGHT
11 NOW. I'LL HAVE TO GO BACK AND LOOK FOR IT BUT I REMEMBER THAT
12 I-- THAT THERE WERE VERY-- WE LOOKED AT APPEALS AND I THINK IT
13 WAS ABOUT A THOUSAND APPEALS THAT WE LOOKED AT AND WE FOUND
14 THAT TWO HAD ACTUALLY MADE AN APPEAL TO US BECAUSE THEY WERE
15 DISQUALIFIED FOR CRIMINAL CONVICTION AND WE REVIEWED THEIR
16 INFORMATION AND DETERMINED THAT THEY WERE APPROPRIATELY
17 DISQUALIFIED.

18

19 **SUP. ANTONOVICH, MAYOR:** SUPER-- ANY OTHER QUESTIONS? OKAY. LET
20 US BEGIN. WE HAVE OUR CONGRESSWOMAN MAXINE WATERS AND SENATOR
21 ROMERO AND, FROM BOSTON, WE HAVE MR. CHUCK TURNER. WELCOME.
22 HOPE YOUR FLIGHT WAS ACCOMMODATING, WHO WILL TESTIFY AND THEN,
23 AFTER THEY TESTIFY, I'LL CALL THE REMAINDERS.

24

25 **TIM WATKINS:** I'M ACTUALLY TIM WATKINS FROM WLCAC.



**The Meeting Transcript of
The Los Angeles County Board of Supervisors**

1

2 **SUP. BURKE:** SHALL WE LET THE COUNCILMAN COME UP.

3

4 **SUP. ANTONOVICH, MAYOR:** WHOEVER WANTS TO GO FIRST.

5

6 **CONGRESSWOMAN MAXINE WATERS:** THANK YOU VERY MUCH. MR.

7 ANTONOVICH, SUPERVISOR ANTONOVICH, OTHER MEMBERS OF THE BOARD

8 OF SUPERVISORS, WE'RE HERE TODAY IN SUPPORT OF SUPERVISOR

9 BURKE'S MOTION. I THINK THAT WE ARE EMBARKING UPON PERHAPS ONE

10 OF THE MOST IMPORTANT POSSIBILITIES OF OUR TIME. WE ARE ALL

11 VERY MUCH AWARE OF THE NUMBER OF RETURNING INMATES THAT WE

12 HAVE TO LOS ANGELES COUNTY. I THINK THE NUMBER IS ABOUT 45,000

13 AND WE HAVE PEOPLE WHO ARE RETURNING TO OUR COMMUNITIES TO TRY

14 AND PUT THEIR LIVES BACK TOGETHER AND SO THESE PEOPLE ARE

15 RETURNING AND LOOKING FOR JOBS AND I MEET THEM DAY IN AND DAY

16 OUT. MANY OF WHOM-- MOST OF WHOM WHO HAVE BEEN REJECTED, DON'T

17 KNOW WHERE THEY'RE GOING TO FIND EMPLOYMENT, DON'T KNOW HOW

18 THEY'RE GOING TO EVER BE ABLE TO PAY RENT OR TO TAKE CARE OF

19 THEIR FAMILIES AND I FIND A LOT OF DISCOURAGED INDIVIDUALS OUT

20 THERE WHO REALLY ARE BEGGING FOR JOBS. I THINK THAT THIS

21 MOTION, WHICH SPEAKS TO REPOSITIONING THE BOX, IS EXTREMELY

22 IMPORTANT AND IT IS NOT A COSTLY THING TO DO. THIS JUST OPENS

23 UP THE POSSIBILITY THAT, WHEN ONE APPLIES WITH THE COUNTY OF

24 LOS ANGELES, THE INTERVIEWER, THE DEPARTMENT OF HUMAN

25 RESOURCES, WILL HAVE AN OPPORTUNITY TO GET TO KNOW SOMETHING



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1 ABOUT THIS INDIVIDUAL PRIOR TO REJECTING THEM AND PERHAPS THEY
2 WILL FIND THAT THEY HAVE SOMEONE WITH EXPERIENCE, THEY HAVE
3 SOMEONE WHO IS VERY BRIGHT, THEY HAVE SOMEONE WHO IS VERY
4 TALENTED, WHO MAY HAVE MADE A MISTAKE. AND, WHEN YOU TAKE A
5 LOOK AT THIS PERSON... [APPLAUSE] [GAVEL CONTINUES] [
6 APPLAUSE]

7

8 **SUP. ANTONOVICH, MAYOR:** NO APPLAUSE. IF YOU WANT TO EXPRESS
9 YOURSELF, JUST WAVE YOUR HANDS. THANK YOU. CONGRESSWOMAN.
10 THANK YOU.

11

12 **CONGRESSWOMAN MAXINE WATERS:** AND IF THE INTERVIEWER IS GIVEN
13 AN OPPORTUNITY TO TAKE A LOOK AT THIS PERSON AND SEE THAT THIS
14 COULD BE A GOOD EMPLOYEE WITHOUT FIRST HAVING TO LOOK AT THE
15 BOX THAT'S BEEN CHECKED THAT SAYS, "YES, I WAS CONVICTED OF A
16 FELONY OR A MISDEMEANOR," THEY MAY FIND THAT THEY'VE GOT
17 SOMEONE WHO COULD PERFORM VERY WELL FOR THE COUNTY OF LOS
18 ANGELES. ALL WE'RE ASKING AND ALL THAT SUPERVISOR BURKE IS
19 ASKING IS THAT WE REPOSITION THIS BOX SO THAT THE PERSON WILL
20 HAVE AN OPPORTUNITY TO SHOW WHO THEY ARE AND WHAT THEY CAN DO
21 AND TRY AND IMPRESS THAT INTERVIEWER. I HEARD THE REPORT THAT
22 WAS GIVEN A MOMENT AGO AND, WHILE I WOULD LIKE TO TRY AND
23 UNDERSTAND WHAT WAS BEING TOLD TO US, I SIMPLY BELIEVE THAT,
24 WITH THE NUMBER OF APPLICANTS THAT WAS DESCRIBED THAT COME
25 THROUGH THIS SYSTEM AND THE ACTUAL NUMBER OF JOBS THAT YOU



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1 HAVE, THAT IT IS SO TEMPTING AND SO EASY TO TAKE ALL OF THOSE
2 APPLICANTS, LOOK AT THE BOX THAT'S BEEN CHECKED AND JUST PUT
3 THEM ASIDE. AS A MATTER OF FACT, MOST OF US KNOW THAT THE
4 REASON THAT THE RETURNING INMATES ARE NOT GETTING JOBS IS
5 BECAUSE THEY'RE LITERALLY BEING DISCRIMINATED AGAINST BECAUSE
6 OF THE FACT THAT THEY HAVE SERVED SOME TIME, THAT THEY HAVE
7 BEEN CONVICTED. AND SO I THINK THIS IS ABSOLUTELY THE WAY TO
8 GO TO GIVE AN OPPORTUNITY. WE ARE ALL SICK AND TIRED OF
9 RECIDIVISM. WE'RE SICK AND TIRED OF PEOPLE WHO GET DISCOURAGED
10 AND GIVE UP AND THINK THERE'S NO CHANCE FOR THEM TO HAVE A
11 DECENT LIFE IN OUR COMMUNITY. IF WE WANT TO MOVE OUR
12 COMMUNITIES FORWARD, IF WE WANT TO MAKE THESE SAFE AND SECURE
13 PLACES AND PLACES OF OPPORTUNITY, WE'VE GOT TO STEP OUTSIDE OF
14 THIS BOX AND DO SOMETHING INNOVATIVE AND CREATIVE AND JOIN
15 WITH SOME OF THE OTHER JURISDICTIONS THAT HAVE ALREADY STARTED
16 TO DO THIS. WE KNOW THAT, WHEN YOU FINALLY LOOK AT THIS PERSON
17 SOMEWHERE IN THE APPLICATION PROCESS, NOT AT THE BEGINNING,
18 TOWARD THE END PREFERABLY, THAT YOU MAY SAY THAT WHAT THIS
19 PERSON WAS CONVICTED FOR WOULD INTERFERE WITH THEIR ABILITY TO
20 DO A GOOD JOB IN THIS PARTICULAR JOB AND WE WOULD UNDERSTAND
21 IF, IN FACT, THAT PERSON WOULD NO FURTHER BE GIVEN FURTHER
22 CONSIDERATION FOR THAT JOB. BUT IF THIS PERSON IN NO WAY IS A
23 THREAT TO ANYTHING OR ANYBODY, THEN WE REALLY WANT THEM TO BE
24 GIVEN AN OPPORTUNITY AND I WANT TO JUST CLOSE WITH AN EXAMPLE
25 OF WHAT I'M TALKING ABOUT. AT THE FEDERAL LEVEL, I'M FIGHTING



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1 VERY HARD TO REPEAL THE MANDATORY MINIMUM SENTENCING LAWS AS
2 IT RELATES TO POSSESSION OF SMALL AMOUNTS OF CRACK COCAINE.
3 WHAT WE DID IN THE FEDERAL GOVERNMENT WAS CREATE A LAW THAT
4 WOULD BASICALLY PUT YOUNG PEOPLE, 19, 20, 21 YEARS OLD, IN
5 PRISON FOR LONG PERIODS OF TIME WITH THE JUDGE HAVING NO
6 DISCRETION, BASED ON THIS LAW THAT WE CREATED, A LAW THAT WAS
7 CREATED WITHOUT ANY HEARINGS, WITHOUT ANY REAL INFORMATION,
8 AND WHAT WE HAVE DONE IS WE'VE BEGAN TO FILL UP OUR PRISONS
9 WITH 19 AND 20 AND 21-YEAR-OLD INDIVIDUALS WHO HAVE SMALL
10 AMOUNTS OF DRUGS IN THEIR POSSESSION, CRACK COCAINE, AND THE
11 JUDGE HAS NO DISCRETION. THEY CAN'T LOOK AT THE PERSON'S
12 BACKGROUND, PEOPLE WHO HAVE NEVER COMMITTED A CRIME BEFORE,
13 NEVER BEEN IN TROUBLE, SOME OF THEM IN COLLEGE, COME FROM
14 STRONG FAMILIES, ON AND ON AND ON, THEY END UP IN PRISON DOING
15 MANDATORY FIVE YEARS FOR FIVE GRAMS OF CRACK COCAINE. THEY'RE
16 NOT CRIMINALS. BUT, WHEN THEY GET OUT, NOW THAT THEY HAVE
17 SERVED SOME TIME, THEY CAN'T FIND A JOB, THEY CAN'T GET
18 SECTION 8, THEY CAN'T GET SUBSIDIES, THEY CAN'T GET STUDENT
19 LOANS, THEY CAN'T DO ANYTHING. WE'RE REALLY RELEGATING THEM TO
20 A STATION IN LIFE THAT SAYS, "WE'RE NOT GOING TO LET YOU EARN
21 ANY MONEY, WE'RE NOT GOING TO LET YOU LIVE, WE'RE NOT GOING TO
22 LET YOU FEED YOURSELF." WHAT ARE THEY TO DO? AND SO, BECAUSE
23 I'M WORKING VERY HARD ON REPEALING THIS MANDATORY MINIMUM
24 SENTENCING, I'VE LEARNED AN AWFUL A LOT ABOUT RETURNING FOLKS
25 TO OUR COMMUNITY AND THE FACT THIS THEY CAN'T GET JOBS AND



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1 WHAT THAT MEANS FOR ALL OF US. SO I WOULD HOPE THAT YOU WOULD
2 NOT REJECT THIS MOTION BY SUPERVISOR BURKE. I WOULD HOPE THAT
3 YOU WOULD GIVE IT CONSIDERATION, EVEN IN THE WAY THAT WE
4 TALKED ABOUT MOVING THAT BOX TOWARD THE END OF THE INTERVIEW
5 PROCESS. I THINK THAT THE SUPERVISOR EVEN RAISED ANOTHER
6 POSSIBILITY THAT I THINK WOULD HELP TO MAKE THIS MORE VIABLE
7 FOR YOU BY JUST ALERTING PEOPLE TO THE FACT THAT, SOMEWHERE
8 DOWN ALONG THE PROCESS, TOWARD THE END, HOPEFULLY, THEY WOULD
9 HAVE TO DISCLOSE AND, OF COURSE, THAT WOULD BE REVIEWED IN
10 RELATIONSHIP TO THE JOB THAT THEY'RE SEEKING. SO I THINK THAT
11 YOU CAN BE LEADERS. I HEARD ABOUT...

12

13 **SUP. YAROSLAVSKY:** CAN I ASK YOU A QUESTION, CONGRESSWOMAN?

14

15 **CONGRESSWOMAN MAXINE WATERS:** YES.

16

17 **SUP. YAROSLAVSKY:** ON THAT ONE POINT, IF YOU TELL PEOPLE-- THE
18 ARGUMENT THAT'S BEEN MADE TO REMOVE THE BOX IS IT HAS A
19 CHILLING EFFECT ON PEOPLE APPLYING FOR JOBS WHO MAY HAVE A
20 CRIMINAL RECORD OR WHO DO HAVE A CRIMINAL RECORD. IF YOU TELL
21 PEOPLE UP FRONT THAT THEY'RE GOING TO BE ASKED ABOUT ANY-- TO
22 DISCLOSE ANY CRIMINAL RECORD LATER ON IN THE PROCESS, WHY
23 WOULDN'T THAT ALSO HAVE A CHILLING EFFECT? AND WHAT'S THE
24 DIFFERENCE WHETHER YOU PUT IT UP FRONT OR IN THE BACK?

25



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1 CONGRESSWOMAN MAXINE WATERS WELL, LET ME TELL YOU WHAT I THINK
2 THE DIFFERENCE IS. THE DIFFERENCE IS THAT THEY KNOW THAT
3 THEY'VE GOT AN OPPORTUNITY TO SELL THEMSELVES TO YOU IF THEY
4 CAN GET THROUGH THAT INTERVIEW PROCESS. EVEN IF THEY'VE GOT TO
5 DISCLOSE LATER ON, GIVE ME A CHANCE, GIVE ME A SHOT TO TELL
6 YOU WHO I AM, WHERE I CAME FROM, WHAT I'VE TRIED TO DO, WHAT
7 I'VE LEARNED, JUST GIVE ME A CHANCE AND I'LL TAKE MY CHANCES
8 ON THE DISCLOSURE AT THE END. THAT'S THE DIFFERENCE. [

9 APPLAUSE]

10

11 >>SUP. YAROSLAVSKY: THANKS.

12

13 CONGRESSWOMAN MAXINE WATERS: YOU'RE WELCOME.

14

15 SUP. BURKE: ALL RIGHT.

16

17 SUP. ANTONOVICH, MAYOR: SUPERVISOR BURKE?

18

19 SUP. BURKE: NO, I DON'T HAVE ANY OTHER QUESTIONS EVEN THOUGH I
20 DO HAVE A QUESTION-- IS MIKE HENRY STILL HERE? I HAVE JUST ONE
21 QUESTION OF HIM THAT I THINK WE SHOULD HAVE AS WE GO THROUGH
22 AND THEN I'M SORRY TO INTERRUPT AND WE'LL CALL UP THE OTHER
23 PEOPLE. I JUST WANTED TO ASK YOU A VERY BRIEF QUESTION. ON
24 HERE, ON THE APPLICATION, IT DOESN'T EXEMPT JUVENILE OFFENSES.
25 SO DOES THIS APPLY ALSO TO JUVENILE MISDEMEANORS?



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1

2 **MICHAEL HENRY:** YES. MATTER OF FACT, ONE OF THE RECOMMENDATIONS
3 THAT I WANTED TO MAKE IS TO MAKE THAT VERY CLEAR THAT JUVENILE
4 CRIMES ARE NOT AN AUTOMATIC DISQUALIFICATION.

5

6 **SUP. BURKE:** YES, AND ORDINARILY...

7

8 **SUP. YAROSLAVSKY:** NOT A WHAT?

9

10 **MICHAEL HENRY:** ESPECIALLY IF THEY'VE BEEN-- JUVENILE CRIMES
11 ARE NOT AN AUTOMATIC DISQUALIFICATION.

12

13 **SUP. BURKE:** BUT YOU DO HAVE TO DISCLOSE IT ON THIS? IT DOESN'T
14 EXEMPT JUVENILE FROM THE APPLICANT AT THIS...

15

16 **MICHAEL HENRY:** AT THIS POINT IN TIME, IT DOES NOT BUT WE WANT
17 TO CLARIFY THAT BECAUSE, IF THEY-- IF IT'S BEEN EXPUNGED BY
18 THE JUVENILE COURT, THEY DO NOT HAVE TO DISCLOSE THAT.

19

20 **SUP. BURKE:** BUT IF IT'S NOT BEEN EXPUNGED, EVERY-- ALL
21 JUVENILE OFFENSES...

22

23 **MICHAEL HENRY:** MISDEMEANORS AND FELONIES.

24

25 **SUP. YAROSLAVSKY:** WHAT IS AN AUTOMATIC DISQUALIFIER?



**The Meeting Transcript of
The Los Angeles County Board of Supervisors**

1

2 **MICHAEL HENRY:** EXCUSE ME?

3

4 **SUP. YAROSLAVSKY:** WHAT IS AN AUTOMATIC DISQUALIFIER? YOU SAID
5 THAT IT'S NOT AN AUTOMATIC-- A JUVENILE CRIME IS NOT AN
6 AUTOMATIC DISQUALIFIER. WHAT IS AN AUTOMATIC DISQUALIFIER? ARE
7 THERE ANY?

8

9 **MICHAEL HENRY:** NO, THERE REALLY ISN'T. IT DEPENDS ON EACH
10 CIRCUMSTANCE AND A NEXUS TO THE JOB, WHEN THE CRIME WAS
11 COMMITTED AND SO FORTH SO IT'S-- THERE ISN'T REALLY.

12

13 **SUP. YAROSLAVSKY:** SO LET ME JUST ASK YOU TO EXPLAIN WHY YOU
14 WOULD-- WHY YOU DO NOT SUPPORT, FROM YOUR PROFESSIONAL POINT
15 OF VIEW, WHY YOU WOULD NOT SUPPORT PUTTING THIS BOX-- I'M
16 SORRY, NOT THE BOX BUT THE DISCLOSURE AT THE END OF THE
17 PROCESS? WHAT I WANT TO DO IS JUST FOLLOW UP ON WHAT
18 CONGRESSMAN WATERS SAID BECAUSE SHE MAKES AN IMPORTANT POINT.
19 IF YOU-- IF I HAVE A CRIMINAL RECORD AND I COME AND APPLY FOR
20 A JOB WITH THE COUNTY OF LOS ANGELES, WHAT ARE THE ODDS THAT
21 I'M GOING TO GET AN INTERVIEW-- FIRST OF ALL, A LOT OF JOBS
22 DON'T REQUIRE INTERVIEWS, RIGHT?

23

24 **MICHAEL HENRY:** YES, THAT'S TRUE.

25



**The Meeting Transcript of
The Los Angeles County Board of Supervisors**

1 **SUP. YAROSLAVSKY:** IN FACT, PROBABLY MOST OF THE CIVIL SERVICE
2 JOBS, THE ENTRY LEVEL JOBS, YOU TAKE A TEST AND YOU GET HIRED.
3 IS THAT...

4

5 **MICHAEL HENRY:** WELL, YOU TAKE A TEST AND IT CAN HAVE A
6 INTERVIEW PART OF IT, IT CAN HAVE A WRITTEN EXAM, YOU GET PUT
7 ON A LIST AND THEN THERE IS AN INTERVIEW THAT-- A SELECTION
8 INTERVIEW AFTER YOU'VE BEEN PLACED ON THE LIST WHERE YOU...

9

10 **SUP. YAROSLAVSKY:** SO ALL PEOPLE WHO APPLY FOR A JOB AND GET ON
11 A LIST EVENTUALLY GET INTERVIEWED NO MATTER WHAT THE JOB IS?

12

13 **MICHAEL HENRY:** BEFORE THEY'RE HIRED, CORRECT, AND IT'S CALLED
14 A SELECTION INTERVIEW AND THEN THEY HAVE GONE THROUGH THE
15 PROCESS AND THE LIST THAT IS PROVIDED FROM WHICH THE MANAGER
16 TAKES NAMES FROM. THAT PROCESS HAS BEEN...

17

18 **SUP. YAROSLAVSKY:** BUT THAT INTERVIEW IS-- WHEN YOU WANT TO
19 HIRE A SECRETARY, YOU GO TO THE LIST, YOU WANT TO FIND OUT
20 WHETHER YOU'RE COMPATIBLE WITH THAT INDIVIDUAL AND JUST GET
21 EYEBALL TO EYEBALL. THAT'S NOT THE COUNTY OF LOS ANGELES
22 LOOKING, DOING A GENERIC INTERVIEW PROCESS ABOUT YOUR LIFE
23 EXPERIENCE.

24

25 **MICHAEL HENRY:** THAT'S CORRECT.



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1

2 **SUP. YAROSLAVSKY:** BUT THERE'S A POINT THAT MISS WATERS MAKES
3 THAT IS INTERESTING TO ME, IS HOW DOES SOMEBODY WHO HAS A
4 CRIMINAL RECORD, AND IT MAY BE EARLY IN THEIR LIFE AND, YOU
5 KNOW, NOW THEY'RE IN THEIR MID-40S AND THEY WANT TO APPLY FOR
6 A JOB, HOW DO THEY GET THE OPPORTUNITY TO GET EYEBALL TO
7 EYEBALL WITH US AND PERSUADE US THAT... [APPLAUSE]

8

9 **SUP. YAROSLAVSKY:** NO, NO. SHHH. THAT THEY'VE TURNED THEIR
10 LIVES AROUND OR THAT THEY'VE GOT WHAT IT TAKES?

11

12 **MICHAEL HENRY:** WELL, FIRST OF ALL, AGAIN, CHECKING THE BOX
13 DOES NOT AUTOMATICALLY DISQUALIFY YOU FROM GOING THROUGH THE
14 PROCESS. THE REASON I MADE THE RECOMMENDATION THAT I MADE...

15

16 **SUP. YAROSLAVSKY:** WELL, RIGHT NOW, THEY DON'T KNOW THAT. IF
17 SOMEBODY WHO COMES IN AND SEES THE BOX, TO BE HONEST WITH YOU,
18 I DIDN'T KNOW THAT UNTIL THIS WHOLE ISSUE CAME UP. I ASSUME
19 THAT THE ODDS OF ANYBODY WITH A CRIMINAL RECORD GETTING A JOB
20 WITH ANYBODY WAS SLIM OR NONE AND THAT'S JUST AN UNINFORMED
21 ASSUMPTION I MADE AND I THINK MOST PEOPLE PROBABLY FEEL THE
22 SAME WAY, BECAUSE OTHERWISE WHY ARE WE ASKING? THAT'S WHAT
23 PEOPLE WOULD SAY.

24

25 **MICHAEL HENRY:** SURE.



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1

2 **SUP. YAROSLAVSKY:** OKAY. SO GO AHEAD. I'M SORRY I CUT YOU OFF.

3

4 **MICHAEL HENRY:** THE REASON I MAKE THE RECOMMENDATION THAT I
5 MAKE IS OUR SYSTEM HERE IN THE COUNTY OF LOS ANGELES AND THE
6 WAY WE EMPLOY IS EXTREMELY COMPLICATED. DEPARTMENTS-- WE HAVE
7 38 DIFFERENT DEPARTMENTS. THEIR HIRING PRACTICES ARE SOMEWHAT
8 DIFFERENT AND IT'S ALL WITHIN THE CIVIL SERVICE RULES. BY
9 REMOVING THE BOX, I PERSONALLY BELIEVE THAT IT PUTS US AT RISK
10 IN THAT SOMETHING CAN SLIP THROUGH THE CRACKS AS WE GO THROUGH
11 THIS PROCESS. A H.R. PERSON OUT IN A DEPARTMENT FORGETS TO
12 REQUEST THE CRIMINAL HISTORY INFORMATION. THIS IS PART OF ONE
13 OF THE SAFEGUARDS IF WE HAVE, IN ORDER TO PROTECT US AS AN
14 EMPLOYER, AND I BELIEVE THAT, IF WE ASK FOR THAT INFORMATION
15 UP FRONT, THAT IT PROTECTS US IN THAT VEIN AND ALSO THAT WE
16 HAVE THAT INFORMATION TO WORK WITH THROUGHOUT THE PROCESS. AND
17 SO THAT'S BASICALLY WHY I BELIEVE THAT YOU SHOULD CONTINUE TO
18 ASK FOR IT UP FRONT, CLARIFY IT...

19

20 **SUP. YAROSLAVSKY:** SO IF I COME IN AND I HAD DRUG CONVICTION
21 WHEN I WAS 19 YEARS OLD...

22

23 **SUP. BURKE:** SAY 15.

24



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1 **SUP. YAROSLAVSKY:** NO, NO. SAY 19, AS AN ADULT, AND I WAS
2 CONVICTED OF USING A BANNED PROHIBITED SUBSTANCE AND I'M NOW
3 35 AND I COME IN AND APPLY FOR A JOB, TELL ME WHAT IS THE
4 COUNTY'S CONSIDERATION.

5

6 **MICHAEL HENRY:** THERE'S A COUPLE OF THINGS THERE. ONE OF THE
7 THINGS THAT WE WOULD LOOK AT IS WHETHER YOU HAD ANY SUBSEQUENT
8 CONVICTIONS.

9

10 **SUP. YAROSLAVSKY:** LET'S SAY I HAD NO SUBSEQUENT CONVICTIONS.

11

12 **MICHAEL HENRY:** THEN WE WOULD LOOK AT YOUR EMPLOYMENT HISTORY,
13 JUST LIKE WE WOULD LOOK AT ANY OTHER APPLICANT AND, IF YOU
14 QUALIFIED, YOU COULD GET ON THE LIST. NOW, WHEN YOU GO FOR
15 YOUR SELECTION INTERVIEW, LET'S SAY YOU'RE APPLYING AS A CLERK
16 AND YOU'RE GOING TO ONE OF OUR HOSPITALS TO APPLY FOR A CLERK
17 AND YOU MAY BE WORKING AROUND OUR PHARMACY, THEY ARE NOT GOING
18 TO HIRE YOU BECAUSE OF YOUR PREVIOUS CONVICTION BUT THAT
19 DOESN'T PRECLUDE YOU THE OR THAT LIST BEING USED BY ANOTHER
20 DEPARTMENT, PERHAPS EVEN HUMAN RESOURCES MIGHT LOOK AT YOU,
21 BY, SAY, MY DEPARTMENT, AND LOOK AT THAT WHOLE INFORMATION AND
22 PERHAPS YOU HAVE A GOOD HISTORY, EMPLOYMENT HISTORY, AND WE
23 WOULD HIRE YOU.

24



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1 **CONGRESSWOMAN MAXINE WATERS:** SUPERVISOR YAROSLAVSKY, MAY I ASK
2 YOU TO INQUIRE OF HIM, AT THE BEGINNING OF THE PROCESS...

3

4 **SUP. YAROSLAVSKY:** WE'LL LET YOU INQUIRE DIRECTLY IF YOU LIKE.

5

6 **CONGRESSWOMAN MAXINE WATERS:** MAY I TALK TO HIM? OH...

7

8 **SUP. YAROSLAVSKY:** NOW THAT YOU'RE A MAJORITY PARTY, WE'RE
9 GOING TO GIVE YOU A LOT MORE LEEWAY. [LAUGHTER] [APPLAUSE]

10

11 **CONGRESSWOMAN MAXINE WATERS:** THANK YOU. THANK YOU. I WOULD
12 LIKE TO-- WHAT IS YOUR NAME, SIR?

13

14 **MICHAEL HENRY:** MIKE HENRY. MIKE HENRY.

15

16 **CONGRESSWOMAN MAXINE WATERS:** YES, SIR. I'D LIKE TO ASK YOU, IN
17 THE INITIAL EMPLOYMENT PROCESS, HOW MANY APPLICATIONS ARE SET
18 ASIDE WHERE THE BOX HAS BEEN CHECKED TO INDICATE THAT THIS
19 PERSON HAS BEEN CONVICTED OF A MISDEMEANOR OR A FELONY? HOW
20 MANY, AT THE TOP OF THE INTERVIEW PROCESS, WILL NOT GET ANY
21 FURTHER, SIMPLY BECAUSE THAT HAS BEEN CHECKED?

22

23 **MICHAEL HENRY:** THERE ARE EIGHT DEPARTMENTS THAT WE KNOW OF
24 THAT ACTUALLY LOOK AT THE APPLICATION UP FRONT FOR THAT
25 INFORMATION. NOW, THERE ARE TWO THINGS THAT THEY HAVE TO DO.



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1 YES, THEY CAN TAKE THOSE AND THEY CAN PUT THEM IN A SEPARATE
2 POT BECAUSE THEY HAVE A CRIMINAL BACKGROUND BUT THEY ALSO...

3

4 **CONGRESSWOMAN MAXINE WATERS:** DO THEY DO THAT?

5

6 **MICHAEL HENRY:** ...THEY ALSO HAVE TO LOOK AT IF THERE'S A NEXUS
7 TO THE JOB THAT THEY HAVE AVAILABLE AND THE CRIME THAT THE
8 INDIVIDUAL COMMITTED.

9

10 **CONGRESSWOMAN MAXINE WATERS:** WHAT PERCENTAGE OF THOSE
11 APPLICANTS WHO HAVE CHECKED THE BOX ARE SET ASIDE?

12

13 **MICHAEL HENRY:** THAT'S A-- I CAN'T TELL YOU A PERCENTAGE OR A
14 NUMBER. I CAN TELL YOU HOW THE PROCESS WORKS, AT LEAST FOR
15 THOSE EIGHT DEPARTMENTS BECAUSE I KNOW THAT THEY HAVE, THROUGH
16 OUR SURVEY, SAID THAT THEY LOOK AT THE APPLICATIONS RIGHT UP
17 FRONT TO SEE IF THERE'S A NEXUS TO THE JOB OR A CRIMINAL
18 BACKGROUND.

19

20 **CONGRESSWOMAN MAXINE WATERS:** THE INFORMATION THAT I THINK WE
21 DON'T HAVE BEFORE US IS EXACTLY WHAT THOSE EIGHT DEPARTMENTS
22 ARE DOING WITH THOSE APPLICANTS. OUR SUSPICION IS THAT,
23 BECAUSE YOU HAVE TO GO THROUGH SO MANY APPLICATIONS FOR A FEW
24 JOBS, THAT YOU AUTOMATICALLY ELIMINATE THOSE APPLICATIONS
25 RIGHT AT THE BEGINNING. THAT'S WHAT WE THINK IS HAPPENING. I'M



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1 SORRY THAT MR. HENRY DOES NOT HAVE THAT INFORMATION BUT THAT'S
2 WHAT WE REALLY DO BELIEVE.

3

4 **SUP. BURKE:** WE'RE GOING TO PROBABLY CONTINUE THIS. I HAVE ONE
5 OTHER QUESTION.

6

7 **SUP. ANTONOVICH, MAYOR:** SUPERVISOR BURKE.

8

9 **SUP. BURKE:** IF YOU HIRE A-- IF WE ENTER INTO A CONTRACT WITH A
10 CONTRACTOR TO DO CERTAIN KINDS OF JOBS AND WE HAVE MANY, MANY
11 CONTRACTS, DO WE REQUIRE THAT CONTRACTOR TO ABIDE BY THAT SAME
12 THING?

13

14 **MICHAEL HENRY:** AS FAR AS I KNOW, WE DON'T. THAT'S A QUESTION
15 THAT THE C.A.O. WOULD BE ABLE TO MORE COMFORTABLY ANSWER...

16

17 **SUP. BURKE:** AND THIS IS REALLY ONE OF THE THINGS THAT REALLY
18 CAUSED ME TO PUSH THIS FURTHER. WE WILL ENTER CONTRACTS WITH
19 PEOPLE FOR ALL KINDS OF THINGS IN ALL OF THESE VERY
20 DEPARTMENTS THAT PROBABLY REFUSE TO EVEN CONSIDER A PERSON WHO
21 HAS A MISDEMEANOR. AND THE REASON I WANTED TO BRING UP
22 JUVENILE, IN MANY INSTANCES, WE'RE TALKING ABOUT 13-YEAR-OLDS
23 OR 15-YEAR-OLDS, BUT IF WE HAVE A CONTRACT WITH SOMEONE, WE
24 DON'T KNOW WHO THEY HIRE. SO THAT WHAT WE DO IS THAT, BY
25 CONTRACTING, WE OPEN UP THIS PROCESS, SO THE PERSON WOULD HAVE



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1 TO ALMOST GO TO A CONTRACTOR IN MANY INSTANCES TO GET THE SAME
2 JOB HE COULD HAVE GOTTEN IF HE HAD APPLIED IF WE DID NOT HAVE
3 THESE PROHIBITIONS. SO THAT'S ONE OF THE REASONS I WANTED TO
4 CLARIFY THAT.

5

6 **MICHAEL HENRY:** AND I THINK YOU'D HAVE TO LOOK AT EACH ONE OF
7 THOSE CONTRACTS TO SEE WHAT LANGUAGE THAT THEY HAVE IN THE
8 CONTRACT ON THEIR EMPLOYMENT...

9

10 **SUP. BURKE:** THANK YOU VERY MUCH.

11

12 **CONGRESSWOMAN MAXINE WATERS:** THANK YOU.

13

14 **SUP. BURKE:** I'M SORRY TO KEEP YOU SO LONG.

15

16 **SENATOR GLORIA ROMERO:** THANK YOU SO MUCH, SUPERVISORS. I'M
17 STATE SENATOR GLORIA ROMERO. I WEAR BASICALLY THE PRISON
18 REFORM HAT IN THE CALIFORNIA STATE LEGISLATURE. AND LET'S
19 BEGIN BASICALLY WITH THE BASIC PREMISE THAT WE ALL KNOW ABOUT
20 PAROLE SUCCESS AND SUCCESSFUL REINTEGRATION INTO SOCIETY AND
21 THAT IS: THE BEST PREVENTION FOR CRIME IS A JOB. THAT'S THE
22 MOST IMPORTANT THING THAT I THINK WE HAVE TO REMEMBER TODAY.
23 NONE OF US HERE TODAY ARE CALLING FOR A BAN OF THE BOX. WE ARE
24 CALLING FOR A REPOSITIONING OF THE BOX, THINKING OUTSIDE THE
25 BOX AND I APPLAUD SUPERVISOR BURKE FOR YOUR LEADERSHIP IN



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1 BRINGING THIS FORWARD. LET'S LOOK AT SOME BASIC STATISTICS,
2 THOUGH, HERE IN LOS ANGELES COUNTY. RIGHT NOW IN L.A. COUNTY,
3 THERE ARE ALMOST 100,000 PAROLEES IN LOS ANGELES COUNTY.
4 45,000 PEOPLE COME TO L.A. COUNTY EACH YEAR WHEN RELEASED FROM
5 THE CALIFORNIA CORRECTIONAL FACILITIES AND L.A. COUNTY IS THE
6 NUMBER ONE COUNTY OF PAROLEES WHO RETURN BACK TO L.A. OF THE
7 ENTIRE STATE. WITH RESPECT TO UNEMPLOYMENT, PAROLEES FACE
8 UNEMPLOYMENT LEVELS BETWEEN 70 TO 90%. THOSE ARE UNEMPLOYMENT
9 RATES. COMPARE THAT WITH THE REST OF L.A. COUNTY, WHERE YOU
10 HAVE LESS THAN A 7% UNEMPLOYMENT RATE IN THE COUNTY. THOSE ARE
11 IMPORTANT STATISTICS TO KEEP IN MIND AS YOU DEBATE THIS ISSUE
12 TODAY. AND YET, WHEN WE LOOK AT STUDIES, A BERKELEY STUDY, A
13 U.C. BERKELEY STUDY, WHICH DID FIND THAT OVER 60% OF EMPLOYERS
14 INDICATED THEY WOULD DEFINITELY NOT OR MOST LIKELY NOT HIRE A
15 FORMERLY INCARCERATED INDIVIDUAL. THOSE NUMBERS DO VARY. 70%
16 OF PAROLEES GO BACK TO PRISON, TYPICALLY WITHIN 18 MONTHS. SO
17 THE RECIDIVISM RATE IS QUITE HIGH. AND, WHEN WE TAKE A LOOK AT
18 THE DIVERSITY OF L.A. COUNTY, THIS HAS A PARTICULARLY PAINFUL
19 EFFECT ON MINORITY COMMUNITIES, ON LATINO AND AFRICAN-AMERICAN
20 COMMUNITIES, WHERE THREE OUT OF FOUR PAROLEES ARE EITHER
21 LATINO OR AFRICAN-AMERICAN. IT'S ALMOST 40% FOR LATINO, ALMOST
22 30% FOR AFRICAN-AMERICANS. THOSE ARE STAGGERING STATISTICS AND
23 HALF OF THESE FATHERS WHO RETURN HOME PAROLEES INTO L.A.
24 COUNTY ARE FATHERS OF MINOR CHILDREN. HOW DO YOU PAY CHILD
25 SUPPORT WHEN YOU DON'T HAVE A JOB? SO THE QUESTION THAT I



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1 THINK TODAY, THE QUESTION BEFORE US IS, DO WE BELIEVE IN
2 REHABILITATION? I WILL TELL YOU, I'M GOING BACK IN JANUARY,
3 THE GOVERNOR AND I SUCCESSFULLY PUSHED FORTH A REORGANIZATION
4 PLAN OF OUR STATE PRISON SYSTEM. WE'RE COMING BACK IN JANUARY
5 LOOKING AT A NEW PACKAGE WHICH PUTS REHABILITATION BACK INTO
6 CORRECTIONS. I THINK THE QUESTION WE HAVE TO ASK IS, DO YOU
7 AND THE COUNTY, WITH THE LARGEST NUMBER OF PAROLEES, OVER A
8 HUNDRED THOUSAND HERE IN LOS ANGELES COUNTY, BELIEVE THAT
9 TRULY IT'S PART OF A CRIMINAL JUSTICE SYSTEM AND THE COUNTY
10 HAS A ROLE IN TRYING TO SUCCESSFULLY REINTEGRATE PAROLEES INTO
11 COMMUNITY? IF WE DON'T SUCCESSFULLY REINTEGRATE, THEN YOU KNOW
12 WHAT? PEOPLE WILL GO BACK OUT AND COMMIT A CRIME AGAIN. SO I
13 URGE YOU TO TAKE A LOOK AT THIS ISSUE. THIS IS NOT ABOUT BEING
14 SOFT ON CRIME. IN FACT, I'VE ARGUED WE'VE BEEN TOUGH ON CRIME
15 FOR TOO LONG. WE'VE GOT TO BE SMART ON CRIME, AND THE
16 REPOSITIONING OF THE BOX THAT BASICALLY JUST ALLOWS SOMEONE
17 GET INSIDE THE DOOR, LET THEM GO THROUGH THEIR INTERVIEW AND,
18 AT THE APPROPRIATE POINT, THEY CAN AND THEY SHOULD BE ASKED
19 ABOUT PREVIOUS CONVICTIONS BUT GIVE THAT PAROLEE A CHANCE, THE
20 ONE WHO HAS DONE HIS OR HER TIME, TO SELL HIS OR HER
21 CREDENTIALS THAT THEY CAN DO THE JOB. OTHERWISE, I THINK, IN
22 CALIFORNIA, THEN, WE'RE WASTING OUR TIME TALKING ABOUT
23 REHABILITATION AT A STATEWIDE LEVEL. SO I APPLAUD YOUR
24 LEADERSHIP, SUPERVISOR BURKE, LOOK FORWARD TO WORKING WITH YOU
25 ON THIS ISSUE AND I DO ASK FOR AN AYE VOTE ON THIS MOTION.



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1

2 **TIM WATKINS:** I'M ACTUALLY TIM WATKINS FROM W.L.C.A.C. AND
3 MAXINE WATERS HAS ASKED ME TO COME UP WITH HER BECAUSE WE'RE
4 BOTH SUPPOSED TO BE AT A SECOND APPEARANCE SOON. FROM
5 W.L.C.A.C., I APPLIED THE MOTION AS WELL BECAUSE WE GET TO SEE
6 WHO FALLS OUT OF THE SYSTEM OF APPLYING FOR JOBS WITH THE
7 COUNTY AND THE CITY OF LOS ANGELES. WE GET TO SEE THE HUNDREDS
8 OF YOUNG MEN THAT COME TO US HAVING BEEN REJECTED FROM SO MANY
9 OPPORTUNITIES AND THEY APPLIED TO US WITH THEIR HEADS HUNG AND
10 WE ENCOURAGED THEM TO GO FORTH WITH THE PROCESS. AT
11 W.L.C.A.C., WE HIRE IN THE MOST-- WITHOUT ANY DISCRIMINATION.
12 IN FACT, WE'RE HAPPY TO HIRE PEOPLE THAT HAVE BEEN FORMERLY
13 INCARCERATED BECAUSE WE'VE FOUND THAT SOME OF OUR BEST
14 EMPLOYEES ARE THOSE THAT ARE DESPERATE TO GET BACK INTO THE
15 MAINSTREAM AND TO PERFORM THE JOBS THAT OUR COMMUNITY NEEDS.
16 THE PIECE THAT HASN'T BEEN TALKED ABOUT, I SPENT MANY HOURS
17 WITH YOUR HUMAN RESOURCES STAFF, ALONG WITH MANY OTHERS HERE,
18 AND WHAT I FOUND MISSING IN THE MOST BLARING WAY IS THE
19 UNIFORM POLICY, THERE IS NO UNIFORM POLICY AND, WHEN YOUR H.R.
20 DEPARTMENT, WHICH I ASSUME HAS THE EXPERTISE TO CULL THROUGH
21 ALL OF THESE APPLICATIONS AND DISCOVER WHO ARE THE BEST SUITED
22 FOR THE JOB THEY'RE APPLYING FOR, WHEN THEY'RE STRIPPED OF
23 THAT AUTHORITY AND IT GETS DOWN TO 38 DIFFERENT DEPARTMENTS
24 MAKING DECISIONS ABOUT WHO THEY THINK SHOULD BE HIRED, IT GETS
25 DOWN TO AN INDIVIDUAL CALL AND, WITHOUT A UNIFORM POLICY IN



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1 PLACE, THERE'S AN OPPORTUNITY AT LEAST FOR THE PERCEPTION OF
2 DISCRIMINATION TO WELL UP. THE LAST THING THAT I'D SAY IS THAT
3 WE HAVEN'T TALKED ABOUT PERSECUTION AND, WHEN WE TALK ABOUT
4 SECOND CHANCE, FOR MANY OF THESE PEOPLE, IT'S A FIRST CHANCE
5 BECAUSE, AS YOU KNOW IN YOUR OWN SYSTEM, MANY, MANY INMATES
6 HAVE BEEN ERRONEOUSLY INCARCERATED AND THEY COME OUT OF A JAIL
7 SYSTEM AND OFTENTIMES INTO A HOMELESS SITUATION AND MOST OF
8 THEM DO NOT CHOOSE TO GO BACK INTO A LIFESTYLE OF CRIME AND WE
9 END UP SERVICING THEM THROUGH OUR HOMELESS SERVICES CENTER.
10 AND SO SOMETHING HAS TO BE SAID FOR THE CONCEPT OF WHETHER
11 THEY WERE GUILTY OR NOT, THEY'VE PAID THE TIME FOR WHATEVER
12 THE PURPORTED CRIME WAS AND THEY COME OUT AND THEN THEY FACE A
13 LIFETIME OF PERSECUTION UNDER THESE RULES. AND SO I WOULD
14 SUPPORT THE AYE FOR YOUR MOTION, SUPERVISOR BURKE, AND ALSO
15 APPLAUD YOU FOR YOUR COURAGE. THANK YOU. [APPLAUSE]

16

17 **SUP. ANTONOVICH, MAYOR:** THANK YOU. YES, SIR.

18

19 **CHUCK TURNER:** MY NAME IS CHUCK TURNER, I'M A BOSTON CITY
20 COUNCILOR REPRESENTING DISTRICT 7. I IMAGINE SOME PEOPLE WOULD
21 RAISE THE QUESTION OF WHY A CITY COUNCILOR FROM BOSTON WOULD
22 FLY TO LOS ANGELES TO SPEAK FOR A FEW MOMENTS IN SUPPORT OF
23 SUPERVISOR BURKE'S LEGISLATION. FROM MY PERSPECTIVE, I THINK
24 ONE OF THE MOST SERIOUS CIVIL RIGHTS ISSUES THAT WE HAVE IN
25 THIS COUNTRY IS THE QUESTION OF THE TREATMENT OF PEOPLE WHO



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1 HAVE BEEN ARRESTED AS WELL AS INCARCERATED. IT'S A ISSUE THAT
2 AFFECTS PEOPLE OF ALL RACES. IN MASSACHUSETTS, WE SEE CLEARLY
3 THAT THE PREPONDERANCE OF PEOPLE WHO ARE STRUGGLING WITH THESE
4 ISSUES ARE WHITE, EVEN THOUGH WE HAVE LARGE NUMBERS OF
5 AFRICAN-AMERICANS AS WELL AS LATINOS WHO ALSO FACE THESE
6 PROBLEMS. IN BOSTON, OVER THE LAST FEW YEARS, WE'VE BEEN
7 FACING THE SAME PROBLEM THAT YOU'VE BEEN FACING. YOU KNOW,
8 WE'VE BEEN SEEING MEN AND WOMEN COME OUT OF PRISON. WE'VE BEEN
9 HEARING FROM THEM AS THEY EXPLAIN TO US HOW BUSINESSES WILL
10 REFUSE TO EVEN INTERVIEW IN SOME CASES IF THEY'VE BEEN
11 ARRESTED, LET ALONE CONVICTED. YOU KNOW, I, AS A COUNCILMAN
12 WHO REPRESENTS A DISTRICT THAT'S 75% OF COLOR, YOU KNOW, I
13 TALK TO PEOPLE EVERY DAY WHO TALK ABOUT THE FRUSTRATION THAT
14 THEY FEEL IN TERMS OF NOT BEING GIVEN A CHANCE, THE
15 CONTRADICTION THAT THEY SEE BETWEEN BEING ENCOURAGED TO MOVE
16 FORWARD WITH YOUR LIFE AND THEN BEING TOLD THAT, BECAUSE OF A
17 MISTAKE THAT YOU MAY OR MAY NOT HAVE MADE PREVIOUSLY, YOU
18 CAN'T BE GIVEN EMPLOYMENT. IN BOSTON, WE'RE VERY FORTUNATE
19 BECAUSE THE MAYOR MENINO AND HIS ADMINISTRATION, A YEAR AND A
20 HALF AGO, RECOGNIZED THE NEED FOR GOVERNMENT TO STEP IN AND
21 SET JUST PROPER STANDARDS WHERE THEY'RE LACKING. AND SO,
22 SEEING THE LARGE AMOUNT OF DISCRIMINATION THAT WAS GOING ON IN
23 THE BUSINESS COMMUNITY AND ALSO SEEING A STATE ADMINISTRATION
24 THAT WAS MAKING THE SITUATION MORE DIFFICULT THROUGH
25 REGULATIONS THAT THEY WERE PROMULGATING, THE H.R. DEPARTMENT



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1 OF THE CITY OF BOSTON, THAT IS, THAT DEPARTMENT THAT IS
2 INDEPENDENT OF POLICE, FIRE, EDUCATION, MADE WHAT I THINK IS A
3 VERY IMPORTANT STEP FORWARD IN TERMS OF PROVIDING LEADERSHIP
4 NATIONALLY AROUND THIS ISSUE. WHAT THEY DID IS THEY SAID, WE
5 NEED TO LEVEL THE PLAYING FIELD AND THE FAIREST WAY TO LEVEL
6 THE PLAYING FIELD IS TO TAKE THE QUESTION OF WHETHER YOU ARE
7 EVER CONVICTED OFF OF OUR EMPLOYMENT APPLICATION. THAT
8 APPLICATION COVERS 8,000 JOBS AND IT WAS REMOVED SOME 18
9 MONTHS AGO. THE QUESTION ALSO, THOUGH, CAME UP, DO WE HAVE A
10 RESPONSIBILITY TO PROVIDE SOME PROTECTION WITHIN THIS
11 FRAMEWORK, PROTECTION OF THE PUBLIC WITHIN THIS FRAMEWORK?
12 AND, AS THE CITY STRUGGLED WITH THE ISSUE, THEY FOCUSED ON THE
13 FACT THAT THE PROTECTION SHOULD BE DIRECTED TOWARD THOSE WHO
14 COULD BE SEEN AS VULNERABLE POPULATIONS, THOSE WHO WERE YOUNG,
15 THOSE WHO WERE ELDERLY, THOSE WITH DISABILITY. SO WITHIN THE
16 POLICY THAT TOOK THE BOX-- TOOK THE QUESTION OFF OF THE
17 EMPLOYMENT APPLICATION, THEY MADE PROVISION FOR 1,200 JOBS,
18 1,200 JOBS OUT OF THE 8,000, WHERE THE PERSON IN THAT JOB
19 WOULD BE LIKELY TO MAKE CONTACT IN AN UNSUPERVISED SITUATION
20 WITH A PERSON WHO IS PART OF A VULNERABLE POPULATION. AND SO
21 RIGHT NOW THERE ARE 1,200 JOBS THAT HAVE A PROCESS VERY
22 SIMILAR TO THE ONES THAT SUPERVISOR BURKE IS SUGGESTING YOU
23 ADOPT AS A GENERAL POLICY. THAT IS THAT THEY DON'T HAVE A
24 QUESTION THAT THEY HAVE TO-- A BOX THAT THEY HAVE TO CHECK OFF
25 INITIALLY. HOWEVER, AT THE POINT WHERE THEY ARE BEING



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1 CONSIDERED FOR EMPLOYMENT WHERE A DEPARTMENT IS ABOUT TO MAKE
2 A JOB OFFER WITH THOSE 1,200 POSITIONS, THE QUESTION IS ASKED,
3 THE QUESTION IS ASKED, DO YOU HAVE A CRIMINAL RECORD? IN
4 MASSACHUSETTS, WE HAVE A SYSTEM OF ORGANIZING THAT
5 INFORMATION. THEY REQUIRE THE APPLICANT TO BRING THAT
6 INFORMATION FROM THE STATE AGENCY IN. THEY REVIEW THAT,
7 THOUGH, BECAUSE IT'S NOT AN AUTOMATIC BAR. IT'S JUST TO FIND
8 OUT WHETHER THERE IS A RECORD THERE. THEY EXAMINE THAT
9 INFORMATION AND IF THERE IS ANYTHING IN THAT INFORMATION THAT
10 WOULD SUGGEST THAT THERE COULD BE A DANGER TO A VULNERABLE
11 MEMBER WHO IS A PART OF A VULNERABLE POPULATION, THEY THEN
12 INTERVIEW THE PERSON, THEY THEN GO BEYOND THE WORDS THAT ARE
13 ON PAPER THAT ARE SO CONFUSING OFTEN AS PEOPLE LOOK AT THESE
14 CRIMINAL-- THIS RECORDKEEPING SYSTEM IN MASSACHUSETTS. THEY--
15 AND AFTER THAT DISCUSSION, AFTER THAT DISCUSSION WHERE THEY GO
16 IN-DEPTH INTO THE SITUATION TO REALLY GET AN UNDERSTANDING OF
17 THE PERSON, THE SITUATION THE PERSON'S THINKING, WHAT LED TO
18 THE CRIMINAL BEHAVIOR, THEY THEN, IF THEY DECIDE THAT, BASED
19 ON THAT DISCUSSION, BASED ON THE RECORD, THEY CAN'T OFFER THE
20 JOB, THEY THEN WILL TELL THE PERSON WHAT IT WAS SPECIFICALLY
21 THAT REQUIRED THEM TO WITHHOLD-- TO WITHDRAW THE APPLICATION.
22 SO WE BELIEVE, IN BOSTON, WE HAVE DEVELOPED A FAIR POLICY
23 WHERE 6,800 JOBS NO LONGER-- WHERE THE APPLICANTS FOR 6,800
24 JOBS NO LONGER HAVE TO CHECK A BOX OR EVER ANSWER THE
25 QUESTION, WERE YOU CONVICTED? AND WHERE 1,200 PEOPLE WILL



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1 EVENTUALLY HAVE TO DO IT BUT WITHIN THE FRAMEWORK OF A PROCESS
2 THAT SEEMS FAIR AND DIGNIFIED AND RESPONSIBLE AND NOT JUST
3 INDISCRIMINATE PUNISHMENT. HOWEVER, ON THE COUNCIL LEVEL, WE
4 THOUGHT, ONCE WE LOOKED AT THE POLICY THAT THE ADMINISTRATION
5 PUT FORWARD, THE QUESTION WE RAISED WAS, IF WE ARE GOING TO DO
6 THAT AS A CITY, SHOULDN'T WE BE ASKING THE BUSINESSES THAT DO
7 WORK WITH US, THAT WE PAY TAXPAYER MONEY TO PROVIDE SERVICES,
8 SHOULDN'T WE ASK THOSE BUSINESSES TO FOLLOW OUR POLICIES?
9 SHOULDN'T WE TRY TO EXTEND OUR INFLUENCE BEYOND, BEYOND JUST
10 OUR HIRING PROCESS BUT ALSO TRY TO AFFECT THE HIRING PROCESS
11 OF BUSINESSES THAT WE DO BUSINESS WITH? AND SO, IN SEPTEMBER
12 OF LAST YEAR, I SPONSORED A ORDINANCE WHICH WOULD REQUIRE
13 EVERY VENDOR WHO DOES BUSINESS WITH THE CITY OF BOSTON, TO, AS
14 PART OF THE TERMS AND CONDITIONS OF DOING BUSINESS, AGREES TO
15 FOLLOW THESE POLICIES. THE COUNCIL IN BOSTON IS NOT A LIBERAL
16 COUNCIL, IT'S NOT KNOWN AS A RADICAL COUNCIL. IN FACT, IT'S
17 KNOWN AS A SOMEWHAT CONSERVATIVE, MODERATE TO CONSERVATIVE
18 COUNCIL. HOWEVER, ON THIS ISSUE, ALL 13 MEMBERS JOINED
19 TOGETHER AND SAID, LET US APPLY THE CITY OF BOSTON STANDARDS
20 TO ALL OUR VENDORS. WE JOINED TOGETHER BECAUSE WE SAID JUSTICE
21 IS JUSTICE AND WE NEED TO WORK TOGETHER AS A CITY, MAYOR AND
22 COUNCIL, TO MAKE SURE, MAKE SURE THAT THERE'S A MESSAGE BEING
23 SENT NOT JUST TO BUSINESSES BUT WHO HAVE TO DEAL WITH THE
24 QUESTION OF THEIR EMPLOYMENT BUT MORE IMPORTANTLY TO THE
25 PEOPLE OF OUR CITY AND TO THOSE WHO HAVE BEEN CONVICTED, THAT



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1 WE BELIEVE IN FAIRNESS AND JUSTICE. IF WE DO NOT HAVE POLICIES
2 THAT SAY TO THOSE WHO ARE STRUGGLING WITH THE ISSUE OF PUTTING
3 THEIR LIVES BACK TOGETHER THAT THE GOVERNMENT THAT YOU
4 PARTICIPATED IN ELECTING REALLY UNDERSTANDS THE DIFFICULTY
5 THAT YOU'RE DEALING WITH AND IS READY TO SUPPORT YOU BY
6 PUTTING POLICIES IN PLACE THAT ARE FAIR, THEN AREN'T WE PART
7 OF THE PROBLEM RATHER THAN PART OF THE SOLUTION? SO I URGE
8 YOU, I URGE YOU TO SUPPORT THE LEGISLATION THAT SUPERVISOR
9 BURKE HAS PUT FORWARD. IT'S A STRONG STEP IN THE RIGHT
10 DIRECTION AND, AS BOSTON TOOK THAT STEP, OTHERS LOOKED AT WHAT
11 WE DID AND FOLLOWED AND, AS YOU TAKE THIS STEP, OTHERS WILL
12 LOOK AT YOU. WE NEED A NATIONAL MOVEMENT FOCUSED ON THE ISSUE
13 OF JUSTICE, JUSTICE AND FAIR TREATMENT FOR THOSE WHO HAVE BEEN
14 INCARCERATED. IF WE DON'T DO THAT, WE ARE LESSENING THE
15 QUALITY OF LIFE IN OUR SOCIETY. THANK YOU.

16

17 **SUP. BURKE:** THANK YOU VERY MUCH.

18

19 **SUP. ANTONOVICH, MAYOR:** THANK YOU. [APPLAUSE]

20

21 **SUP. ANTONOVICH, MAYOR:** LET ME PUT A TWO-MINUTE LIMIT. STEVE
22 LANE, SUSAN BURTON, MELISSA BURCH, CHILLON ALPHONSE. STEVE
23 LANE WAS REPRESENTING SHEILA KUEHL BUT I DON'T HAVE ANYBODY--
24 THAT WAS THE ONLY ONE. GOOD MORNING.

25



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1 **STEVE LANE:** GOOD MORNING, CHAIR BURKE AND MEMBERS OF THE
2 BOARD. MY NAME IS STEVE LANE AND I'M HERE REPRESENTING STATE
3 SENATOR KHEUL, WHO HAS WRITTEN TO EACH OF YOU REGARDING THIS
4 ISSUE. THE SENATOR WISHES TO REITERATE HER STRONG SUPPORT FOR
5 THE RESOLUTION SPONSORED BY SUPERVISOR YVONNE BURKE WHICH
6 CALLS ON THE COUNTY OF LOS ANGELES TO ADOPT NEW HIRING
7 POLICIES, TO HELP REMOVE BARRIERS TO EMPLOYMENT FOR PEOPLE
8 WITH CRIMINAL RECORDS. EACH YEAR, LOS ANGELES COUNTY MUST NOT
9 ONLY PROTECT THE PUBLIC SAFETY OF ITS RESIDENTS, IT MUST ALSO
10 ADDRESS THE NEEDS OF MORE THAN 45,000 INDIVIDUALS RETURNING
11 FROM THE STATE PRISON. THE CALIFORNIA DEPARTMENT OF
12 CORRECTIONS AND REHABILITATION HAS INDICATED THAT PROVIDING
13 EMPLOYMENT FOR THOSE TRANSITIONING FROM PRISON HAS PROVEN TO
14 BE ONE OF THE MOST EFFECTIVE MEANS TO REDUCE RECIDIVISM.
15 HOWEVER, A CRIMINAL RECORD CAN NEGATIVELY AFFECT ONE'S
16 OPPORTUNITIES FOR EMPLOYMENT, REGARDLESS OF THE DEGREE OF
17 OFFENSE OR ONE'S QUALIFICATIONS FOR THE JOB. OVER THE PAST
18 YEAR, SEVERAL MAJOR U.S. CITIES, INCLUDING BOSTON, CHICAGO AND
19 SAN FRANCISCO HAVE ADOPTED MODEL HIRING REFORMS THAT PROMOTE
20 EMPLOYMENT OF PEOPLE WITH CRIMINAL RECORDS WHILE PROTECTING
21 THE INTEGRITY OF THEIR CITY HIRING PROCESSES. DESCRIBING THE
22 SIGNIFICANCE OF THE CHICAGO INITIATIVE, MAYOR RICHARD DALY
23 SAID, "WE CANNOT ASK PRIVATE EMPLOYERS TO CONSIDER HIRING
24 FORMER PRISONERS UNLESS THE CITY PRACTICES WHAT IT PREACHES."
25 SENATOR KHEUL HOPES THAT YOU WILL SUPPORT THE PROPOSED



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1 RESOLUTION AND ADOPT AND IMPLEMENT THIS NEW HIRING POLICY.

2 THANK YOU FOR YOUR CONSIDERATION.

3

4 **SUSAN BURTON:** MY NAME IS SUSAN BURTON AND I AM A FORMER
5 PRISONER, EXECUTIVE DIRECTOR OF A NEW WAY OF LIFE AND A PROUD
6 MEMBER OF ALL OF US OR NONE. I'M A NATIVE OF LOS ANGELES. I
7 WAS BORN NOT FAR FROM HERE IN A PROJECT CALLED A LEASEHOLD
8 VILLAGE. I NEVER, EVER THOUGHT THAT MY LIFE WOULD TAKE THE
9 TWISTS AND TURNS THAT IT HAS BUT, NEVERTHELESS, IT HAS. IN
10 1982, I HAD A FIVE-YEAR-OLD SON WHO WAS ACCIDENTALLY KILLED BY
11 A POLICEMAN. I WENT INTO A STATE OF DEPRESSION AND BEGAN TO
12 USE ILLEGAL DRUGS, DRUGS CALLED CRACK. I ENDED UP IN THE
13 CRIMINAL JUSTICE SYSTEM AND, FOR THE NEXT 15 YEARS, I WAS ON A
14 TURNSTILE CYCLING IN AND OUT OF PRISONS. IN 1997, A PLACE
15 HELPED ME. I WENT IN AND OUT OF JAILS, I WAS CONVICTED TO
16 PRISON SIX TIMES. EVERY TIME I LEFT, I LEFT STRUGGLING, TRYING
17 SO HARD TO MAKE IT. IN 1997, ONE PLACE GAVE ME SOME HELP.
18 SINCE THEN, I EMERGED FROM THAT FACILITY WITH A JOB. BY 1998,
19 I OPENED A HOME CALLED A NEW WAY OF LIFE REENTRY PROJECT.
20 SINCE THEN, I'VE WENT BACK DO COLLEGE, I'VE GOTTEN A
21 CERTIFICATE OF REHABILITATION, I'VE HELPED 200 WOMEN
22 TRANSITION OUT OF PRISON. I'VE REUNITED WOMEN WITH THEIR
23 CHILDREN. I'VE WORKED REALLY HARD, INCREDIBLY HARD TO BE
24 ACCOUNTABLE AND IN GOOD STANDING. BUT, WHEN I SEE A BOX, WHICH
25 I STILL HAVE TO CHECK THE BOX, EVEN WITH THE CERTIFICATE OF



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1 REHABILITATION, YOU KNOW, MY STOMACH SINKS, I GET A LUMP IN MY
2 THROAT, I GET TOTALLY DISCOURAGED. THAT BOX DOES HAVE A
3 CHILLING EFFECT. TWO YEARS AGO, ONE OF MY NEPHEWS WAS IN THE
4 DEPARTMENT OF CHILDREN AND FAMILY SERVICES CARE. BECAUSE OF MY
5 CRIMINAL RECORD, BECAUSE OF WHAT I DID 15 YEARS AGO, I COULD
6 NOT GET MY NEPHEW OUT OF THAT SYSTEM.

7

8 **SUP. ANTONOVICH, MAYOR:** DO YOU WANT TO WRAP IT UP, PLEASE?

9

10 **SUSAN BURTON:** YES. ALL AROUND, YOU KNOW, THE DISCRIMINATION
11 THAT PEOPLE FACE, YOU KNOW, IT HAS TO BE STOPPED. SO I WOULD
12 IMPLORE YOU TO SUPPORT AND VOTE "YES" FOR THE RESOLUTION TO
13 REPOSITION THE BOX.

14

15 **SUP. ANTONOVICH, MAYOR:** THANK YOU. LET ME CALL UP FRANK
16 TAMBORELLO AND MARILYN MONTENEGRO. YES, MA'AM.

17

18 **MELISSA BURCH:** HI. GOOD MORNING. MY NAME IS MELISSA BURCH AND
19 I'M THE DIRECTOR OF PROGRAMS AT A NEW WAY OF LIFE AND I'M ALSO
20 A CONSTITUENT OF SUPERVISOR MOLINA. IT'S UNFORTUNATE THAT
21 SHE'S NOT HERE TODAY. AND, AT A NEW WAY OF LIFE, WE WORK ONE
22 ON ONE WITH WOMEN WHO ARE COMING HOME FROM PRISON WITH LITTLE
23 THAN MORE THAN \$200 IN THEIR POCKETS. MOST OF THEM ARE MOTHERS
24 AND MOST OF THEM ALSO HAVE LIMITED WORK EXPERIENCE AND GAPS IN
25 THEIR EMPLOYMENT HISTORY THAT MAKE THE PROSPECT OF FINDING



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1 WORK EXTREMELY DIFFICULT AND, YOU KNOW, WE'VE HEARD THIS
2 MORNING ABOUT THE QUESTION OF PERCEIVED DISCRIMINATION BUT,
3 YOU KNOW, WE KNOW THAT 70 TO 90% OF PEOPLE WHO ARE FORMERLY
4 INCARCERATED ARE UNEMPLOYED. AND THERE HAVE BEEN LOTS OF
5 STUDIES DONE THAT SHOW THAT PEOPLE WITH FELONY RECORDS IN
6 PARTICULAR ARE MORE THAN TWICE AS LIKELY NOT TO BE HIRED. AND,
7 WHEN YOU ADD RACE INTO THE PICTURE, PEOPLE OF COLOR ARE EVEN
8 MORE-- FACE EVEN MORE DISCRIMINATION. AND, EVEN RIGHT HERE IN
9 LOS ANGELES, THERE WAS A STUDY OF 600-- MORE THAN 600
10 EMPLOYERS, AND 80% OF THEM SAID THAT THEY WOULD NOT CONSIDER
11 HIRING SOMEONE WITH A CONVICTION. SO, YOU KNOW, IT'S NOT
12 SURPRISING THAT, WHEN PEOPLE WITH PRIOR CONVICTIONS SEE THIS
13 QUESTION ON AN APPLICATION THAT ASKS HAVE YOU EVER BEEN
14 CONVICTED, THAT THEY ASSUME THAT THIS INFORMATION WILL BE USED
15 TO WEED THEM OUT OF THE HIRING PROCESS BECAUSE THIS IS THE
16 REALITY, NOT JUST A PERCEIVED REALITY. WE'VE BEEN PARTNERING
17 WITH TARZANA TREATMENT CENTERS WHO HAS BEEN CONDUCTING A
18 SURVEY HERE IN L.A. OF PEOPLE WITH PRIOR RECORDS AND 86% OF
19 THOSE WHO HAVE SURVEYED SO FAR SAID THAT A FELONY CONVICTION
20 WAS THEIR NUMBER ONE BARRIER TO EMPLOYMENT AND 66% SAID THAT
21 THEY WOULD NOT EVEN BOTHER TO FILL OUT AN APPLICATION THAT
22 ASKS THE QUESTION. YOU KNOW, REPOSITIONING THE BOX IS CLEARLY
23 NOT GOING TO ADDRESS ALL THE ISSUES OF RECIDIVISM AND HIGH
24 INCARCERATION RATES AND ALL OF THIS THAT WE'RE TALKING ABOUT
25 TODAY BUT IT WILL SEND A STRONG MESSAGE THAT L.A. COUNTY IS



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1 TAKING THE LEAD IN PROMOTING THE REINTEGRATION AND SUCCESSFUL
2 REENTRY OF PEOPLE WITH PRIOR CONVICTIONS, AND FRANKLY I JUST
3 HAVEN'T HEARD ANY COMPELLING ARGUMENTS NOT TO SUPPORT THIS
4 MOTION THIS MORNING. THE HUMAN RESOURCES DEPARTMENT CONCLUDED
5 THAT THIS MEASURE WON'T COST ANYTHING OTHER THAN PRINTING THE
6 NEW APPLICATIONS AND WILL NOT LENGTHEN THE HIRING PROCESS. I
7 JUST CAN'T THINK OF ANY COMPELLING REASON NOT TO SUPPORT THIS.

8

9 **SUP. ANTONOVICH, MAYOR:** THANK YOU. LET ME CALL UP MARGARET
10 DOOLEY. ALPHONSE? WELCOME.

11

12 **CHILLON ALPHONSE:** FIRST, I'M BEARING GIFTS. ONE FOR YOU, ZEV.
13 ONE FOR MIKE.

14

15 **SUP. ANTONOVICH, MAYOR:** THANK YOU.

16

17 **CHILLON ALPHONSE:** AND ONE FOR GLORIA. HOPEFULLY, NEXT TIME
18 YOUR NAME CAN BE ON THE BACK AS SUPERVISOR BURKE'S AND MY GOOD
19 FRIEND, DON KNABE'S, ARE. AS YOU ARE AWARE, WE HAVE A VERY
20 SERIOUS PROBLEM WITH BLACK AND BROWN CRIME. IN OUR SCHOOLS, IN
21 OUR PRISONS, ON THE STREETS, EVERY DAY, THERE'S SOMETHING IS
22 GOING ON, LITTLE CHILDREN GETTING KILLED. AND THE PROBLEM IS
23 EDUCATION. OUR KIDS DON'T KNOW THEIR PASTS. FORTUNATELY, I
24 GREW UP ON THE EAST SIDE AND GREW UP AROUND MEXICAN-
25 AMERICANS. I DO EVERY YEAR THROUGH CHRISTMASTIME I GOT A TAMALES



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1 AND MY MEXICAN FRIENDS GOT A PEACH COBBLER. WE WALKED TO
2 SCHOOL TOGETHER. SEE, I KNOW THAT, ONCE UPON A TIME, THERE WAS
3 A BLACK SLAVE WHO RAN TO MEXICO. SEE, I KNEW WHAT HAPPENED AT
4 THE ALAMO WHERE THE MEXICANS FREED ALL THE SLAVES FIRST BEFORE
5 THEY KILLED DAVEY CROCKETT AND EVERYBODY ELSE. SEE, I KNEW
6 THAT, WHEN SLAVES RAN AWAY, THEY RAN TO MEXICAN INDIANS FROM
7 THE SLAVE MASTERS. OUR KIDS DON'T KNOW THAT BUT, ON DECEMBER
8 THE 11TH, WE'RE HAVING OUR FIRST WORKSHOP FOR KIDS COMING FROM
9 BELMONT, JEFFERSON HIGH SCHOOL, COMING FROM ALL OVER TO THE
10 NATE HOLDEN PERFORMING ARTS CENTER AND BE HOSTED BY NAMED
11 CELEBRITIES, THEY'LL BE FED, THERE WILL BE WORKSHOPS, QUESTION
12 AND ANSWER SESSIONS AND THE NEXT ONE WILL BE AT THIS FINE
13 AUDITORIUM AUDITORIUM. SO I'M ASKING YOU, ZEV AND MIKE AND
14 GLORIA, TO JOIN SUPERVISOR BURKE AND DON KNABE BY COMMITTING
15 2,500 DOLLARS FOR THIS CAUSE TO MAKE SURE THAT IT HAPPENS.
16 PLEASE HELP US TAKE CARE OF OUR CHILDREN TO STOP THIS CRIME.
17 I'M BEGGING YOU. THIS COULD BE MY LAST MISSION BUT I WANT TO
18 MAKE THIS A SUCCESSFUL ONE, SO WOULD YOU PLEASE JOIN US. I'LL
19 BE CALLING YOUR OFFICE FOR YOUR SUPPORT. THANK YOU.

20

21 **SUP. ANTONOVICH, MAYOR:** THANK YOU. PATRICIA SHEPPARD. PATRICIA
22 SHEPPARD. YES.

23

24 **FRANK TAMBORELLO:** GOOD MORNING, SUPERVISORS. I'M FRANK
25 TAMBORELLO, REPRESENTING THE L.A. COALITION TO END HUNGER &



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1 HOMELESSNESS TODAY AND WE WORK WITH HUNDREDS OF GROUPS ALL
2 AROUND THE COUNTY THAT ARE NONPROFIT ORGANIZATIONS, MANY OF
3 THEM HOMELESS SERVICE PROVIDERS, AND WE WANT TO VERY MUCH
4 SUPPORT SUPERVISOR BURKE'S MOTION TODAY TO BAN THE BOX. I'VE
5 KNOWN NUMEROUS HOMELESS COLLEAGUES IN HOLLYWOOD AND DOWNTOWN
6 AREA MOSTLY AND THERE ARE MANY, MANY TALENTED FOLKS WHO ARE
7 LIMITED BY THE BAN THE BOX POLICIES, NOT ONLY OF THE COUNTY
8 BUT OF MOST PRIVATE EMPLOYERS. SO, AS WAS SAID BY A PREVIOUS
9 SPEAKER, WE'D REALLY LIKE THE COUNTY TO SET AN EXAMPLE FOR ALL
10 THE PRIVATE EMPLOYERS AND GET RID OF THAT BOX FIRST. WHEN YOU
11 THINK ABOUT ALL THE PEOPLE WHO ARE ON G.R. WHO COULD BE
12 WORKING BUT THEY'RE NOT BECAUSE THEY'RE LIMITED BY A FELONY
13 CONVICTION, YOU THINK ABOUT THE AMOUNT OF MONEY THAT THE
14 COUNTY COULD BE SAVING BY TRULY EMPOWERING FOLKS AND HELPING
15 THEM TO GET THE BEST HOMELESS PREVENTION PROGRAM EVER, WHICH
16 IS CALLED A JOB. THE COUNTY SHOULD DO EVERYTHING IT CAN TO
17 ENCOURAGE JOBS. WE KNOW THAT BAN THE BOX IS NOT GOING TO BE A
18 GUARANTEE THAT EVERYONE WHO COMES UP AND APPLIES IS GOING TO
19 GET A JOB, BUT AT LEAST IT WILL GIVE PEOPLE THAT FEELING THAT
20 THEY HAVE A CHANCE TO GET BACK INTO SOCIETY. RIGHT NOW, ONE IN
21 FIVE FOLKS IN OUR STATE HAVE SOMETHING THAT WOULD TRIGGER A
22 BACKGROUND CHECK. THEY HAVE SOME KIND OF OFFENSE THAT WOULD
23 TRIGGER THAT. IF WE DON'T ALL START CHANGING RIGHT NOW OUR
24 ATTITUDE TOWARD PEOPLE WITH PAST FELONY CONVICTIONS, WE MIGHT
25 AS WELL GIVE EVERYONE A LIFE SENTENCE AND SPEND BILLIONS OF



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1 DOLLARS AND JUST KEEP PEOPLE IN PRISON THE WHOLE TIME. SO WE
2 SUPPORT BAN THE BOX AND YOU MAY WANT TO ASK ABOUT OUR CURRENT
3 PRESIDENT WHO, I BELIEVE, IF HE HAD BEEN REQUIRED TO CHECK A
4 BOX, HE MAY NOT BE THE PRESIDENT OF THE UNITED STATES RIGHT
5 NOW. [LAUGHTER] [APPLAUSE]

6

7 **SUP. ANTONOVICH, MAYOR:** PROFESSOR MARTA LOPEZ GARZA. YES,
8 MA'AM.

9

10 **MARILYN MONTENEGRO:** I'M MARILYN MONTENEGRO, I'M REPRESENTING
11 THE NATIONAL ASSOCIATION OF SOCIAL WORKERS WOMEN'S COUNCIL,
12 CALIFORNIA CHAPTER. WE HAVE A PRISON PROJECT. WE WORK WITH
13 WOMEN RETURNING FROM PRISON. I WORK THROUGHOUT THE COUNTY, I
14 DO A LOT OF WORK IN SUPERVISOR KNABE'S DISTRICT AND I'M WELL
15 AWARE THAT THAT QUESTION, THE BOX, HAS A CHILLING EFFECT ON
16 WOMEN WHO ARE APPLYING FOR WORK. MANY OF THEM WILL NOT
17 COMPLETE THE APPLICATION WHEN THEY SEE THAT QUESTION BECAUSE
18 THEY BELIEVE, RIGHTLY OR WRONGLY, THAT BY CHECKING "YES" THAT
19 APPLICATION WILL NEVER BE REVIEWED FURTHER. THE COUNTY OF LOS
20 ANGELES HAS AN OPPORTUNITY TO TAKE A LEADERSHIP ROLE. IT'S
21 REALLY IMPORTANT. 70% OF THE PEOPLE WHO GET OUT OF PRISON
22 RETURN TO PRISON WITHIN 18 MONTHS AND ONE OF THE MAJOR REASONS
23 THAT THEY RETURN IS THAT THEY CAN'T SUPPORT THEMSELVES BECAUSE
24 THEY DON'T HAVE A JOB. THIS IS A CRITICALLY IMPORTANT ISSUE.
25 WE NEED TO STOP DEMONIZING PEOPLE WHO DID THE TIME, WHO PAID



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1 THE PRICE, MANY OF THEM INNOCENT, NOT ALL OF THEM, MANY OF
2 THEM GUILTY BUT ALL OF THEM HAVE PAID THE PRICE, THEY'VE DONE
3 THEIR TIME, THEY'VE PAID THEIR DEBT AND NOW IT SHOULD BE OVER.
4 I URGE YOU TO SUPPORT THIS RESOLUTION. THANK YOU.

5

6 **SUP. ANTONOVICH, MAYOR:** KIM MCGILL. YES?

7

8 **MARGARET DOOLEY:** MY NAME IS MANAGEMENT DOOLEY AND I'M HERE AS
9 AN INDIVIDUAL AND ALSO A REPRESENTATIVE OF THE DRUG POLICY
10 ALLIANCE IN SOUTHERN CALIFORNIA. WE'RE AN ORGANIZATION
11 DEDICATED TO PROMOTING MORE RATIONAL, COMPASSIONATE AND JUST
12 RESPONSES TO DRUGS AND DRUG ABUSE. THE DRUG POLICY ALLIANCE
13 STRONGLY URGES YOU TO PASS THE MOTION TO REPOSITION THE BOX.
14 AS WE HAVE HEARD TODAY, THE FELONY BOX ON JOB APPLICATIONS IS
15 A HUGE BARRIER TO EMPLOYMENT, WHETHER PERCEIVED OR REAL. IT IS
16 A REAL BARRIER. AS SUCH, IT HAS A SIGNIFICANT NEGATIVE IMPACT,
17 NOT ONLY ON INDIVIDUAL LIVES AND INDIVIDUAL FAMILIES BUT ON
18 THE WELLBEING OF THE ENTIRE COMMUNITY. WE'VE HEARD SEVERAL
19 TIMES NOW THAT THERE ARE OVER 100,000 PAROLEES IN L.A. COUNTY.
20 SO WHY IS THE FELONY BOX THERE? WE ACT AS IF ASKING THIS
21 QUESTION IS GOING TO TELL US IF A PERSON IS GOOD OR BAD,
22 TRUSTWORTHY OR NOT, CAPABLE OR NOT BUT IT DOESN'T TELL US
23 THESE THINGS. WHAT IT DOES DO IS ALLOW FOR DISCRIMINATION
24 AGAINST A GROWING GROUP OF CALIFORNIANS. CALIFORNIA
25 INCARCERATION RATES HAVE INCREASED BY 73% IN THE LAST 25



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1 YEARS. AS THAT HAS HAPPENED, WE'VE GOT MORE AND MORE PEOPLE
2 SEEKING EMPLOYMENT WITH THE BAGGAGE OF A FELONY CONVICTION. A
3 LOT OF THESE CONVICTIONS ARE DUE TO DRUG ABUSE AND DRUG
4 ADDICTION. OVER HALF OF WOMEN INCARCERATED IN CALIFORNIA,
5 ACTUALLY IT'S MORE LIKE TWO THIRDS, HAVE AN IMMEDIATE FAMILY
6 MEMBER WHO HAS ALSO BEEN INCARCERATED. THIS MEANS THAT
7 MULTIPLE FAMILY MEMBERS ARE BARRED FROM EMPLOYMENT BECAUSE OF
8 THIS FELONY BOX. DE-PRIORITIZING OR AT LEAST DELAYING THE
9 QUESTION OF FELONY STATUS GIVES THE COUNTY A CHANCE TO
10 CONSIDER A WHOLE PERSON AND ALL HIS TALENTS AND FLAWS IN THE
11 APPLICATION PROCESS. THANK YOU.

12
13 **SUP. ANTONOVICH, MAYOR:** THANK YOU. [APPLAUSE]

14
15 **SUP. ANTONOVICH, MAYOR:** BRUCE JIMENEZ. YES?

16
17 **PATRICIA SHEPPARD:** GOOD MORNING. MY NAME IS PATRICIA SHEPPARD
18 AND I'M REPRESENTING THE SOCIAL JUSTICE MINISTRY AT MY CHURCH,
19 LINCOLN UCC. I'M ALSO REPRESENTING MY SON AND OTHER EX-
20 OFFENDERS, REHABILITATED EX-OFFENDERS. AS A PROPERTY OWNER, A
21 MOTHER AND A CITIZEN OF THIS COMMUNITY FOR MOST OF MY LIFE,
22 I'VE EXPERIENCED FIRSTHAND WHAT NARCOTICS HAS DONE IN OUR
23 COMMUNITY AND HOW IT'S TURNED PERSONS WHO WERE, IN MY OPINION,
24 RAISED PROPERLY BUT TURNED THEM INTO A DIRECTION THAT US, AS
25 THEIR PARENTS, DID NOT WISH THEM TO GO AND WERE SURPRISED AND



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1 DISHEARTENED WHEN THEY WENT IN THAT DIRECTION. BE THAT AS IT
2 MAY, MY SON HAD EXPERIENCE IN CLERICAL AND MAINTENANCE
3 EMPLOYMENT BUT, WHEN HE RETURNED FROM PRISON, HE ALMOST BECAME
4 DISHEARTENED FILLING OUT JOB APPLICATION, JOB APPLICATION IN
5 THOSE TWO AREAS, CLERICAL POSITIONS AND MAINTENANCE, AND HE
6 ALMOST-- AND HE WOULD NOT GET AN INTERVIEW, A CALL BACK. THIS
7 IS REAL FOR ME. THIS IS REAL FOR HIM. IT'S REAL THAT-- IT'S
8 NOT A PERCEPTION. IT'S REAL. AND MAYBE MR. HENRY BELIEVES THAT
9 IT'S NOT AS REAL IN THE COUNTY AND ACTUALLY I HOPE HE'S RIGHT
10 BUT IT IS REAL OUT THERE. SO WHAT I WOULD URGE IS THAT THE
11 COUNTY OF LOS ANGELES TAKE A LEADERSHIP POSITION ON THIS
12 ISSUE, SEND A MESSAGE OF HOPE TO REHABILITATED EX-OFFENDERS
13 AND SEND A MESSAGE OF LEADERSHIP TO EMPLOYERS THROUGHOUT THE
14 LOS ANGELES COUNTY AREA. THANK YOU.

15

16 **SUP. ANTONOVICH, MAYOR:** THANK YOU. JOHN DOE AND JOSEPH
17 MAIZLISH. YES?

18

19 **DR. MARTA LOPEZ GARZA:** HELLO. I AM DR. MARTA LOPEZ GARZA. I'M
20 A PROFESSOR AT CAL STATE NORTHRIDGE AND I'M ALSO A RESIDENT OF
21 DISTRICT 3, AND I WANT TO THANK THE SUPERVISORS FOR THIS
22 OPPORTUNITY TO SPEAK WITH ALL OF YOU. I'M A SOCIAL SCIENTIST
23 AND, FOR 20 YEARS, I'VE CONDUCTED VARIOUS RESEARCH. I HAVE A
24 20-YEAR RESEARCH EXPERIENCE ON IMMIGRATION, ECONOMIC
25 DEVELOPMENT AND, MORE RECENTLY, IN THE LAST SEVERAL YEARS,



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1 I'VE STUDIED FORMERLY INCARCERATED WOMEN. SPECIFICALLY, WHAT
2 I'VE BEEN LOOKING AT IS WHAT HAS BEEN THEIR-- HOW HAVE THEY
3 REBUILT THEIR LIVES, GET THEIR CHILDREN BACK, FIND EMPLOYMENT
4 AND HOUSING? AND I FOUND VERY INTERESTING RESULTS, ONE OF
5 WHICH IS THAT ONE OF THE MAJOR PROBLEMS TO SUCCESSFUL REENTRY
6 IS FINDING EMPLOYMENT, AND THE PEOPLE IN MY STUDY HAVE TIME
7 AFTER TIME REPEATEDLY BEEN REFUSED EMPLOYMENT AND IT'S BEEN
8 VERY DISCOURAGING FOR THEM. SO THIS IS NOT ONLY A RESULT OF MY
9 RESEARCH BUT IF YOU LOOK AT THE EXTENSIVE LITERATURE IN THE
10 AREA, YOU'LL FIND THAT THIS IS TRUE NATIONWIDE, THAT, FOR EX-
11 OFFENDERS AND FOR FORMERLY INCARCERATED PEOPLE, FINDING
12 EMPLOYMENT IS ONE OF THE MOST DIFFICULT BARRIERS TO SUCCESSFUL
13 REENTRY. SO I SPEAK ON BEHALF OF MY COLLEAGUES IN THE FIELD
14 AND I BELIEVE, AS A SOCIETY, AS PUBLIC SERVANTS, I, AS A STATE
15 EMPLOYEE AND YOU AS ELECTED OFFICIALS, THAT IF WE DO NOT
16 SUPPORT THIS MOTION BY SUPERVISOR BURKE, THEN WE ARE NOT DOING
17 OUR JOB. SO I PLEAD WITH YOU TO CONSIDER THIS. THANK YOU VERY
18 MUCH.

19

20 **SUP. ANTONOVICH, MAYOR:** THANK YOU. MICHELLE JONES. MICHELLE
21 JONES.

22

23 **KIM MCGILL:** HI. KIM MCGILL FROM YOUTH JUSTICE COALITION, ALL
24 OF US OR NONE. I REALLY WANT TO CONGRATULATE YOU AND THANK YOU
25 BECAUSE I KNOW YOU GUYS ARE GOING TO PASS THIS TODAY. SO,



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1 FIRST, I REALLY WANT ALL OF US TO GIVE YOU A HUGE ROUND
2 BECAUSE I KNOW YOU'RE GOING TO PASS IT AND THE REASON FOR THAT
3 IS BECAUSE IT'S THE RIGHT THING TO DO AND BECAUSE YOU'VE HEARD
4 SO MUCH TESTIMONY OVER THE MONTHS ON THIS. AT THE YOUTH
5 JUSTICE COALITION, WE HAVE A BINDER THICK AND A WALL FULL OF
6 THE PICTURES OF YOUNG PEOPLE WHO HAVE DIED ON THE STREETS AND
7 YOUNG PEOPLE WHO ARE SERVING LONG AND LIFE SENTENCES WHO I
8 KNOW COULD HAVE BEEN SAVED WITH A JOB. BUT I WANT YOU IMAGINE
9 FOR A MINUTE BEING 16 OR 17 YEARS OLD COMING HOME FROM CAMP OR
10 C.Y.A. OR EVEN JUVENILE HALL AND BEING TOLD THAT A CONDITION
11 OF YOUR PROBATION IS TO GET BACK INTO SCHOOL AND TO GET A JOB
12 AND TO GET SOMETHING TO DO AFTER SCHOOL. AND, EVERY PLACE YOU
13 GO, NOT JUST TO JOBS BUT THROUGH THE SCHOOL SYSTEMS, TO
14 FINANCIAL AID IF YOU WANT TO GET INTO COMMUNITY COLLEGE, TO
15 JOB CORPS, THE VERY PLACE THAT IS SUPPOSED TO BE A PLACE OF
16 LAST RESORTED FOR ALL OF US, ALL OF THOSE PLACES HAVE A BOX
17 AND DENY YOU ACCESS IN TOO MANY CASES. WHAT USUALLY HAPPENS
18 FROM THE PROBATION DEPARTMENT IS THEY'LL YOUNG PEOPLE, WELL,
19 AT LEAST YOU CAN GET A FAST FOOD JOB, SO WE'VE ASKED OUR
20 MEMBERS WHAT ABOUT FAST FOOD? AND MANY OF US HAVE EXPERIENCED
21 THOSE KIND OF APPLICATIONS AND WE COLLECTED THEM FOR YOU.
22 PANDA EXPRESS, KFC, HOYO LOCO, DEL TACO AND MCDONALD'S, ALL OF
23 WHOM NOT ONLY HAVE BOXES BUT HAVE PRETTY INTIMIDATING BOXES AT
24 THE FRONT OR THE BEGINNING OF THEIR APPLICATIONS, SO IT'S NOT
25 JUST THE COUNTY'S JOBS THAT WE'RE ENCOURAGING YOU TO TAKE A



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1 LEADERSHIP POSITION ON BUT TO EXPAND IT AS THEY DID IN BOSTON
2 TO COVER EVERYONE WHO IS CONTRACTING WITH THE COUNTY AND
3 EVERYONE WHO DOES BUSINESS WITHIN THE COUNTY. WE ALSO WANT YOU
4 TO WORK WITH THE CONGRESS TO TAKE THE BOX OFF OF PUBLIC
5 HOUSING, TO TAKE THE BOX OFF OF FINANCIAL AID, TO TAKE THE BOX
6 OFF OF JOB CORPS AND, MAYBE MOST IMPORTANT, TO NOT JUST LIMIT
7 IT TO THE BOXES OF THE COUNTY APPLICATIONS THAT ARE MOST
8 OBVIOUS BUT TO CONSIDER THAT IF YOU HAD TEACHERS AND POLICE
9 OFFICERS AND PROBATION OFFERS THAT HAS SOME EXPERIENCES ON THE
10 STREETS, LIKE A LOT OF OUR MEMBERS DO, THAT THOSE ARE PEOPLE
11 YOU WANT WORKING WITH YOUNG PEOPLE BECAUSE THEY BEST
12 UNDERSTAND WHAT YOUNG PEOPLE ARE GOING THROUGH AND THAT FOR
13 OUR MEMBERS, WHO ARE NOW IN THE PROBATION DEPARTMENT, THEY'RE
14 SOME OF THE BEST PROBATION OFFICERS YOU HAVE. THANK YOU.

15

16 **SUP. ANTONOVICH, MAYOR:** THANK YOU. PRISCILLA OCEN. YES?

17

18 **JOHN DOE:** WELL, MY NAME IS JOHN. I'M FROM THE YOUTH JUSTICE
19 COALITION AND I'M HERE BASICALLY TO SAY THAT IT IS REALLY HARD
20 TO COME OUT, YOU KNOW? I'M CONVICTED OF A FELONY AND I'VE BEEN
21 WORKING CONSTRUCTION SINCE I WAS 14 YEARS OLD AND I CONSIDER
22 MYSELF, I DO GOT SKILLS AND EVERY TIME I GO OUT THERE AND GET
23 A JOB, I ALWAYS SEE THAT LITTLE BOX. I HEARD THESE GUYS
24 TALKING ABOUT OH, IT DOESN'T MATTER, IT DOESN'T MATTER. IT
25 DOES. BECAUSE I DO GOT SKILLS. ANY TIME I GO APPLY FOR THESE



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1 JOBS, THEY NEVER CALL ME BACK OR I NEVER DO A INTERVIEW. WHY?
2 BECAUSE OF THAT. YOU KNOW WHAT? I'M HUMAN, YOU KNOW WHAT I'M
3 SAYING? I DO MISTAKES. I KNOW EVERYBODY HAS DONE MISTAKES IN
4 THEIR LIVES. YOU KNOW, I DID MY TIME. I DON'T THINK I HAVE TO
5 BE PAYING FOR IT ALL MY LIFE. AND I THINK YOU GUYS JUST HAVE
6 TO GET RID OF IT, YOU KNOW WHAT I'M SAYING? IT'S NOT WORTH IT.
7 THAT'S ALL I NEED TO SAY. THANKS FOR YOUR TIME. [APPLAUSE]

8

9 **SUP. ANTONOVICH, MAYOR:** IS PRISCILLA OCEN HERE? IF NOT, RHONDA
10 JONES? RHONDA JONES AND JAMES HARRIS.

11

12 **JOSEPH MAIZLISH:** MAYOR ANTONOVICH AND SUPERVISORS. MY NAME IS
13 JOE MAIZLISH. I'M A MEDIATOR AND, BY THE WAY, SERVING SINCE
14 ITS FOUNDING WITH THE SUPERIOR COURTS MEDIATION PANEL HERE IN
15 L.A., I'M ALSO A PSYCHOTHERAPIST AND I VOLUNTEER ONE EVENING A
16 WEEK WITH THE DEPARTMENT OF CHILDREN AND FAMILY SERVICES
17 DURING A 1990S WORKING IN A CENTRAL L.A. SEXUAL ABUSE UNIT. I
18 AM ALSO A FORMERLY CONVICTED FELON AND I SERVED FEDERAL PRISON
19 TIME 1968 TO 1971. ONE OF THE SAD THINGS WHEN I THINK BACK ON
20 THAT IS TO THINK THAT NOW THERE ARE OVER SIX TIMES AS MANY
21 PEOPLE IMPRISONED AT ALL LEVELS OF IMPRISONMENT, OUR COUNTY
22 JAIL SYSTEM, STATE PRISON SYSTEM AND THE FEDERAL SYSTEM, AS
23 THERE WERE WHEN I WAS RELEASED FROM PRISON 35 YEARS AGO. I'VE
24 GOT A COUPLE OF POINTS I'D LIKE TO COVER THINGS THAT WERE
25 MENTIONED HERE BUT ONE THING THAT WASN'T MENTIONED IS, WHY



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1 DOES THIS HAVE TO BE IN A BOX? WHETHER IT'S ASKED AT THE
2 BEGINNING, AT THE END, IN THE MIDDLE, PUTTING IT IN A BOX I
3 THINK REMINDS PEOPLE OF BEING IN A BOX AND WE'RE GOING TO HELP
4 PEOPLE BREAK OUT OF IT. IT'S A QUESTION BUT IT'S A QUESTION
5 LIKE MANY OTHERS, OTHER WORK EXPERIENCED YOU'VE HAD, THINGS
6 LIKE THAT. SO I'D ASK YOU TO CONSIDER THAT. I KNOW IT'S NOT
7 PART OF YOUR PROPOSAL, SUPERVISOR BURKE, BUT, SOMEWHERE ALONG
8 THE LINE, I'D LIKE PEOPLE TO THINK ABOUT THAT. IN RESPONSE TO
9 A CONCERN SUPERVISOR YAROSLAVSKY RAISED, WHENEVER IT'S ASKED,
10 WON'T IT HAVE A CHILLING EFFECT? YES, IT MAY, LESS IF IT'S NOT
11 HEADLINING EVERYTHING BUT I WOULD LIKE FOR THAT REASON,
12 WHETHER IT'S A BOXED QUESTION, AN UNBOXED QUESTION, TO HAVE IT
13 ACCOMPANIED BY TWO STATEMENTS. ONE IS A FRANK STATEMENT THAT
14 MANY APPLICANTS FOR COUNTY EMPLOYMENT WITH CRIMINAL RECORDS
15 WILL STILL BE ELIGIBLE FOR COUNTY EMPLOYMENT. SAY THAT RIGHT
16 THERE ALONG WITH THE QUESTION. AND ANOTHER-- AND I WOULD
17 SUGGEST EVEN SAYING, WE ARE ENCOURAGING ALL THOSE INTERESTED
18 IN COUNTY EMPLOYMENT TO COMPLETE THE APPLICATION PROCESS.
19 LET'S NOT LOSE ANY PEOPLE JUST BECAUSE OF MISUNDERSTANDING OR
20 COMING TO A WRONG CONCLUSION OR A GUESS WHEN THEY SEE EVEN A
21 SIMPLE QUESTION, BOXED OR UNBOXED, WHENEVER IT IS. THANK YOU
22 VERY MUCH.
23
24 **SUP. ANTONOVICH, MAYOR:** THANK YOU. KIM CARTER AND JANET DAVIS.
25 YES.



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1

2 **MICHELLE JONES:** YES. MY NAME IS MICHELLE JONES. I'M FROM A NEW
3 WAY OF LIFE AND THE ORGANIZATION CALLED ALL OF US OR NONE.
4 FIRST, BEFORE I SAY ANYTHING, ALL OF THOSE THAT'S FOR THIS
5 RESOLUTION, PLEASE STAND. NOW DUE UPON MY TRANSITIONING COMING
6 FROM PRISON, I HAVE TRIED A MULTIPLE OF TIMES, SIGNING AT
7 MCDONALD'S, EL LOCO, TRYING TO RECEIVE A JOB BECAUSE I WANTED
8 TO CHANGE FROM BEING WHO I WAS. HAD I NOT-- HAD I NOT FOUND
9 OUT ABOUT A NEW WAY OF LIFE UPON MY TRANSITIONING FROM PRISON,
10 I WOULD HAVE BEEN HOMELESS AND PROBABLY HEADED FOR ANOTHER
11 ROTATION OF THE PRISON INDUSTRY, IS WHAT IT IS. I JUST WOULD
12 LIKE TO SAY THAT I BELIEVE THAT, IF WE'RE ALL ALLOTTED A
13 OPPORTUNITY OR A SECOND CHANCE TO PROVE OUR ABILITIES IN THE
14 AREAS THAT WE CAN PERFORM WORK INSTEAD OF HAVING OUR NAME,
15 CHECKING THE BOX AND HAVE OUR APPLICATIONS PUSHED TO THE SIDE,
16 FOR THEM TO NEVER KNOW THAT WE COULD PERFORM IN THE AREAS TO
17 DO THE JOB THERE BUT, IF AIN'T ALLOTTED THE OPPORTUNITY OR THE
18 CHANCE TO PROVE WHO WE ARE, THAT CHANGE IS GOOD AND THAT WE
19 CAN BE REHABILITATED, THEY'LL NEVER KNOW. THANK YOU.

20

21 **SUP. ANTONOVICH, MAYOR:** THANK YOU. KEN SCHONLAW. YES?

22

23 **RHONDA JONES:** HI, MY NAME IS RHONDA JONES AND I'M HERE TODAY
24 BECAUSE I'M A PERSON, I'M ONE OF THE PEOPLE THAT YOU WERE
25 TALKING ABOUT EARLIER. I'M A PERSON THAT GOT A FELONY AT A



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1 EARLY AGE AT AROUND 18 YEARS OLD AND I'M 37 NOW AND THAT'S THE
2 ONLY FELONY I HAVE, AND IT'S FOLLOWED ME ALL MY LIFE. AND I'VE
3 REHABILITATED MYSELF, I EDUCATED MYSELF AND, RIGHT NOW, I WORK
4 AT A JOB UNDERNEATH MY LEVEL BECAUSE I'M NOT GIVEN THE
5 OPPORTUNITY TO EXCEL. WHEN I FACE THAT BOX, I FEEL HOPELESS,
6 LIKE IT'S GOING TO BE PUSHED ASIDE, YOU KNOW? EVEN THOUGH I
7 HAVE THE ABILITY, I DON'T FEEL LIKE I'M GIVEN A CHANCE. AND
8 BECAUSE THAT'S MY EXPERIENCE OF NOT GIVEN A CHANCE FOR NO
9 REASON AT ALL, DENIED OPPORTUNITY TO PLACES WHERE I BELIEVE
10 THAT I COULD BE OF MAXIMUM SERVICE TO MYSELF AND TO A JOB AND
11 THE PLACES THAT I HAVE BEEN GIVEN THE OPPORTUNITY TO, I HAVE
12 EXCELLED BUT THEY'RE STILL UNDERNEATH MY LEVEL. SO I URGE YOU,
13 I PLEAD WITH YOU, TO REPOSITION THE BOX. THANK YOU.

14

15 **SUP. ANTONOVICH, MAYOR:** THANK YOU.

16

17 **KIM CARTER:** MY NAME IS KIM CARTER AND I'M FOUNDER AND
18 EXECUTIVE DIRECTOR OF TIME FOR CHANGE FOUNDATION, ALSO A
19 FORMER PRISONER AND A PROUD MEMBER OF ALL OF US OR NONE. I'D
20 ALSO LIKE TO CALL THE SUPERVISORS' ATTENTION TO WHAT'S WRITTEN
21 ON THE WALL BEHIND YOU, AND IT SAYS THIS COUNTRY IS FOUNDED ON
22 FREE ENTERPRISE, CHERISH AND HELP PRESERVE IT. WELL, I LOOK AT
23 THE FREE ENTERPRISE, AND, AT THAT TIME, THAT WAS SLAVE LABOR.
24 IF I LOOK AT THE PRISON INDUSTRIAL COMPLEX TODAY, WHAT THEY
25 USE IN PRISON IS SLAVE LABOR BECAUSE, SEE, WHEN WE GO TO



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1 PRISON, WE GET A JOB IMMEDIATELY. WE MAKE THE BEST COOKS, WE
2 MAKE THE BEST LANDSCAPERS, WE MAKE THE BEST CLERKS BUT, AT
3 THAT POINT, WE'RE GETTING PAID 10 CENTS ON THE DOLLAR. WE'RE
4 GETTING PAID 80 CENTS A DAY. AND I'M TRYING TO FIGURE OUT, AT
5 WHAT POINT DID THESE DIFFERENT LEVELS OF GOVERNMENT GET
6 TOGETHER TO DECIDE THE ONLY TIME THAT WE ARE ABLE TO
7 FINANCIALLY EXPIRE IS WHEN WE'RE IN PRISON MAKING MONEY FOR
8 SOMEBODY ELSE BECAUSE, SEE, THEY WORK US DAY IN AND DAY OUT IN
9 PRISON. WE DON'T GET DAYS OFF, THERE'S NO VACATION, THERE'S NO
10 HOLIDAYS. ANOTHER FACTOR IS THAT, WHEN YOU SAY FREE
11 ENTERPRISE, WHEN I COME OUT OF PRISON, NOW I'M TRYING TO GET
12 MY OWN BUSINESS STARTED BECAUSE I NOTICED THAT ALL THE
13 APPLICATIONS FOR, LIKE, FOOD STAMPS, WELFARE, OR HOUSING,
14 ANYTHING THAT I REALLY NEED YOU TO HELP ME WITH, IT ASKS THAT
15 BOX. BUT THE APPLICATIONS FOR HOME OWNERSHIP, FOR BANK LOANS
16 DON'T ASK THAT BOX, SO THIS HAS BECOMING AN ECONOMIC SITUATION
17 BECAUSE, SEE, AS LONG AS MY CREDITOR IS OKAY, I CAN OWN MY OWN
18 BUSINESS, I CAN NAVIGATE THROUGH THESE FINANCIAL INSTITUTIONS
19 BUT, IF I NEED ASSISTANCE IN ANY WAY, I'M BACK TO BEING HAVING
20 TO CHECK THAT BOX. SO, AS A RESULT, I OWN FIVE HOMES NOW, I'VE
21 BEEN OUT OF PRISON 14 YEARS, CLEAN AND SOBER. I PROVIDE HOMES
22 FOR WOMAN COMING FROM PRISON BECAUSE THE APPLICATIONS THAT I
23 HAVE TO FILL OUT ABOUT GETTING MONEY OR ABOUT DOING PROPERTY
24 DON'T ASK THAT QUESTION. BUT, IF I NEEDED HOUSING, I'D HAVE TO
25 CHECK THAT BOX. THAT BEING SAID, I WANT TO KNOW AT WHAT POINT



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1 US THAT PAID OUR DEBT TO SOCIETY, WHEN THAT IS GOING TO BE
2 ACKNOWLEDGED? WHEN IS SOMEBODY GOING TO SAY, THAT'S THE LAW
3 THAT WE SAID WAS GOING TO BE IN PLACE. YOU GO TO PRISON, YOU
4 PAY YOUR DEBT, IT'S PAID. BECAUSE WE KEEP HAVING TO PAY OVER
5 AND OVER AGAIN. THANK YOU.

6

7 **SUP. ANTONOVICH, MAYOR:** MAURICE EMSELLEM. OKAY. YES, SIR.

8

9 **JAMES HARRIS:** MY NAME IS JAMES HARRIS AND I WANT TO SAY THAT
10 I'M A PRODUCT OF LOS ANGELES. I WAS BORN AND RAISED HERE. I
11 FOUND MYSELF GETTING IN TROUBLE AT AS EARLY AS THE AGE OF SIX
12 UNTIL BASICALLY THE AGE OF 37, SO BASICALLY I COULD QUALIFY
13 FOR A PENSION FUND IF THERE WAS ONE. NEVERTHELESS, ONE OF THE
14 THINGS THAT WHEN I DID START TO TURN MY LIFE AROUND, PEOPLE
15 WOULD ASK ME, WHAT IS IT GOING TO TAKE FOR YOU TO STOP GETTING
16 IN TROUBLE? FAMILY MEMBERS, PASTORS, AND THE COMMUNITY,
17 WHATEVER, AND MY REPLY WAS ALWAYS, LET ME HAVE A DECENT JOB
18 WHERE I CAN TAKE CARE OF MY FOUR KIDS AND DON'T HAVE TO HUSTLE
19 ON THE SIDE. SO, ONCE I WAS GIVEN AN OPPORTUNITY, I CAN SAY
20 RIGHT NOW, AT 43, THIS IS AS LONG AS I'VE EVER BEEN OUT OF
21 PRISON, COUNTY JAIL OR ARRESTED, PERIOD, SO IT MUST BE SOME
22 PROOF TO THE ARGUMENT THAT, IF YOU GIVE US A OPPORTUNITY, WE
23 WILL TAKE ADVANTAGE OF IT. [APPLAUSE]

24



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1 **JAMES HARRIS:** AND THEN, SO THAT'S IT, I JUST WANT TO SAY THE
2 NONPROFIT SECTOR TOOK ME IN, AND I THANK GOD I FLOURISHED. WE
3 WERE IN THE PROCESS OF PUTTING TOGETHER A RESOURCE DIRECTORY
4 AND PART OF THE RESOURCE DIRECTORY IS EMPLOYMENT FOR PEOPLE
5 COMING HOME FROM PRISON. WHEN WE GOT DOWN TO THE FINAL EDIT,
6 WE HAD TO LOOK AND SEE IN THESE COMPANIES HOW MANY OF THEM
7 WOULD ACTUALLY HIRE EX-CONS AND, WHEN WE DID THAT, OUR BOOK
8 ACTUALLY SHRANK FROM ABOUT 80 PAGES DOWN TO 35, SO IT HAS A
9 CHILLING EFFECT AND I JUST WANTED TO-- I HAVE A CHILLING
10 EFFECT WHEN I GO INTO PLACES, WHEN I PAY MY PROPERTY TAXES,
11 WHEN I PAY TAXES ON DIFFERENT ITEMS IN THE COMMUNITY AND I'M
12 NOT DISCRIMINATED AGAINST THEN, SO I JUST THINK THAT, YOU
13 KNOW, WE SHOULD BAN THE BOX. THANK YOU.

14

15 **SUP. ANTONOVICH, MAYOR:** THANK YOU. DORSEY NUNN.

16

17 **JANET DAVIS:** I'M JANET DAVIS.

18

19 **SUP. ANTONOVICH, MAYOR:** I'M CALLING THE FOURTH PERSON UP.

20

21 **JANET DAVIS:** AND FIRST OF ALL, I'D LIKE TO SAY THAT I REALLY
22 HOPE YOU CONSIDER THIS. I'VE NEVER HAD A FELONY AND I'VE NEVER
23 BEEN IN PRISON. I HAVE SOME MISDEMEANOR-- SOME MISDEMEANORS. I
24 CHOOSE TO CALL IT PUBLIC RELATIONS. THE LEGAL TERM FOR IT IS
25 PROSTITUTION. I HAVEN'T BEEN ARRESTED SINCE 1997. I WENT BACK



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1 TO COLLEGE, I'VE CHANGED MY LIFE AROUND, I DID THE TIME FOR
2 EACH ONE OF THEM MISDEMEANOR ACCOUNTS. I GOT A A.A. IN
3 BUSINESS ADMINISTRATION. I WORK FOR THE COUNTY. I WORK WITH
4 THE COUNTY THROUGH A JOB AGENCY. FOR EXAMPLE, SIR, IF THEY PUT
5 ME IN YOUR OFFICE AND YOU SEE ME PERFORM AND YOU-- AND THEY
6 CALL THE AGENCY AND SAID THAT I WAS A EXCELLENT EMPLOYEE, THEY
7 WANTED ME PERMANENT BUT, BECAUSE OF MY PAST, EIGHT YEARS AGO,
8 I DIDN'T GET THE JOB. I'M RELIABLE, I'M EFFICIENT, I'M
9 DEPENDABLE AND I'M A GOOD SECRETARY. I DON'T WANT TO BE JUDGED
10 BY WHAT I DID EIGHT YEARS AGO. I WANT THE SAME OPPORTUNITY AS
11 SOMEBODY COME IN FROM A PRESTIGIOUS COLLEGE WITH NO CRIMINAL
12 HISTORY, I WANT THE SAME CHANCE BECAUSE IT'S DISCRIMINATION. I
13 DON'T FEEL THAT I SHOULD KEEP DOING THE TIME OVER AND OVER
14 AGAIN FROM COMING FROM BEING A HOOKER TO TYPE A LETTER. THANK
15 YOU. [APPLAUSE]

16

17 **SUP. ANTONOVICH, MAYOR:** THANK YOU. ALEX SANCHEZ. YES, SIR.
18 YES, SIR.

19

20 **KEN SCHONLAW:** OH, HI. I'M KEN SCHONLAW. I'M BASICALLY A
21 CONSTITUENT OF MR. YAROSLAVSKY. I'M A COMMISSIONER AND A
22 COMMISSIONER ON ALCOHOLISM AND DIRECTOR OF THE SILVER LIVING
23 NETWORK BUT, YOU KNOW, I REMEMBER VERY CLEARLY WHEN THE
24 HONORABLE ZEV YAROSLAVSKY WAS FIRST RUNNING FOR OFFICE, HE
25 STOOD UP AND SAID THAT HE STANDS FOR FUNDAMENTAL CHANGE IN THE



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1 WAY THE COUNTY IS DOING BUSINESS. AND I THINK THIS IS ONE
2 SMALL STEP THAT THE COUNTY CAN START TO TAKE TO CHANGE WHAT
3 THE SITUATION IS BECAUSE I'VE BEEN AROUND SINCE THE WAR ON
4 POVERTY AND I'VE SEEN, EVER SINCE THE WAR ON DRUGS, WHICH IS
5 PROBABLY GOING DOWN IN HISTORY AS THE WORST THING THAT EVER
6 HAPPENED TO THIS COUNTRY, THAT BASICALLY, SINCE 1990, EVEN
7 THOUGH THE FEDERAL AND STATE AND COUNTY GOVERNMENTS PUT MORE
8 MONEY INTO DEALING WITH ADDICTION PROBLEMS, MENTAL HEALTH
9 PROBLEMS AND THINGS, EVERY YEAR, THERE'S MORE PERSONS WITH
10 ADDICTIONS AND MENTAL DISABILITIES WHO END UP ON THE STREETS
11 AND IN THE JAILS AND THE PRISONS. SOMEHOW, A SYSTEM HAS TO BE
12 CHANGED. THIS IS A SMALL CHANGE THAT CAN BE MADE THERE NEED TO
13 BE MANY OTHER CHANGES AND ISSUES CHANGED. THE COUNTY HAS TO
14 FIND SOME WAY TO SAY, RIGHT NOW, BILLIONS OF DOLLARS, EVEN
15 ALCOHOL PROBLEMS BY THEMSELVES, BY THE DEPARTMENT OF HEALTH
16 SERVICES, SAYS THAT IT COSTS THE COUNTY \$7.4 BILLION. THAT'S
17 NO SMALL CHANGE. THAT'S SOMETHING THAT YOU GOT TO THINK ABOUT
18 IS YOU'VE GOT TO FIND SOME WAY TO GET THAT MONEY AND DIVERT
19 INTO MAKING HEALTHIER AND SAFE THINGS AND GET MORE EMPLOYMENT
20 OPPORTUNITIES FOR PEOPLE WHO WERE ARRESTED JUST FOR ADDICTION
21 PROBLEMS OR MENTAL HEALTH PROBLEMS AND THINGS LIKE THAT. IT'S
22 A SMALL CHANCE TO MAKE A STEP IN SIGNIFICANT CHANGE. THANK
23 YOU.

24

25 **SUP. ANTONOVICH, MAYOR:** DONNA ANTON SMITH MARSHALL. YES, SIR.



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1

2 **MAURICE EMSELLEM:** MY NAME IS MAURICE EMSELLEM. I'M THE POLICY
3 DIRECTOR OF A ORGANIZATION CALLED THE NATIONAL EMPLOYMENT LAW
4 PROJECT. WE PARTNER WITH POLICYMAKERS, ADVOCATES AROUND THE
5 COUNTRY, AROUND POLICIES LIKE THE ONE THAT YOU'RE CONSIDERING
6 TO REMOVE BARRIERS FROM EMPLOYMENT FOR PEOPLE WITH CRIMINAL
7 RECORDS. I JUST WANT TO MAKE A COUPLE QUICK POINTS, GIVEN ALL
8 THAT YOU'VE HEARD, IN RESPONSE TO MR. HENRY'S PRESENTATION. I
9 THINK ONE THING THAT'S MISSING FROM MR. HENRY'S PRESENTATION
10 IS, IF YOU TALKED TO OTHER COUNTIES, OTHER CITIES THAT HAVE
11 ADOPTED THESE POLICIES AS WE HAVE, YOU'LL HEAR THEM SAY, AS
12 THE DIRECTOR OF HUMAN RESOURCES SAYS IN SAN FRANCISCO, THIS
13 WAS A WIN/WIN POLICY AS FAR AS THE COUNTY AS AN EMPLOYER WAS
14 CONCERNED. I REALLY URGE YOU TO TAKE THAT INTO CONSIDERATION.
15 WHAT THEY FOUND WAS, BY REMOVING THE BOX AND MOVING THE
16 QUESTION, THE INQUIRY LATER INTO THE FINAL STAGES OF THE
17 HIRING PROCESS, THAT THEY SIGNIFICANTLY EXPANDED THEIR
18 APPLICANT POOL AND WHAT GOOD EMPLOYER WOULD NOT WANT TO
19 SIGNIFICANTLY EXPAND THEIR APPLICANT POOL? THAT'S REALLY WHAT
20 GOOD EMPLOYMENT POLICY IS ALL ABOUT. WE URGE YOU TO TAKE THAT
21 INTO CONSIDERATION. AT THE SAME TIME, THEY SAVED RESOURCES, I
22 KNOW I'M SURE YOUR D.H.R., JUST LIKE MOST COUNTY/ CITY D.H.R.S
23 HAVE A LOT OF PRESSURES UNDER THEM, FINANCIAL PRESSURES, A LOT
24 OF BACKLOG, PROBABLY, IN THEIR CASELOAD BY HAVING TO REVIEW
25 THIS INFORMATION UP FRONT RATHER THAN LATER IN THE HIRING



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1 PROCESS; WHICH, BY THE WAY, AS MR. HENRY MENTIONED, IS THE
2 PROCESS FOR ABOUT THREE-QUARTERS OF THE AGENCIES NOW, THEY
3 DON'T DO THE INQUIRY UNTIL LATER IN THE HIRING PROCESS, YOU
4 SAVE SIGNIFICANT RESOURCES. IT'S A MUCH MORE EFFICIENT PROCESS
5 AS FAR AS AN EMPLOYER IS CONCERNED. SO FOR THOSE REASONS, MOST
6 OF THE COUNTY AND CITY AGENCY PEOPLE WHO YOU TALK TO WHO HAVE
7 REALLY SERIOUSLY CONSIDERED THIS THINK IT'S A GOOD POLICY.
8 WHAT I WAS STRUCK BY IN THE REPORT AND, AGAIN, IT GETS TO THE
9 QUESTION OF EXPANDING YOUR APPLICANT POOL, IS THAT HOW FEW
10 PEOPLE WITH CRIMINAL RECORDS WERE-- DID SUBMIT APPLICATIONS
11 FOR EMPLOYMENT? IF YOU LOOK AT THE MAIN CATEGORIES OTHER THAN
12 THE GAIN EMPLOYEES, THE GAIN WORKERS WHO ARE COMING THROUGH
13 THE SYSTEM AND HAVE TO APPLY FOR JOBS, I'M ASSUMING, EVEN THE
14 ANIMAL SHELTER AID POSITION, WHICH IS ONE OF THE MAJOR
15 CATEGORIES THAT THEY LOOKED AT IN THIS SURVEY, ONLY 15%-- 16%
16 OF THE FOLKS WHO APPLIED FOR THAT JOB, WHICH REQUIRES NO
17 EDUCATION OR EXPERIENCE, HAD A CRIMINAL RECORD. WELL, WE KNOW
18 FOR A FACT THAT, STATEWIDE, ONE IN FIVE ADULTS IN CALIFORNIA
19 IS WALKING AROUND WITH A CRIMINAL RECORD THAT SHOWS UP ON A
20 ROUTINE BACKGROUND CHECK. YOU'VE GOT TO FIGURE IN LOS ANGELES
21 COUNTY THE RATE IS MUCH HIGHER THAN THAT. SO, FOR AN
22 INCREDIBLY ENTRY LEVEL JOB, YOU'RE GETTING A APPLICATION POOL
23 OF 16% OF PEOPLE WHO HAVE A CRIMINAL RECORD, WHEN YOU CAN BE
24 SURE THAT YOUR APPLICATION POOL OUT HERE IN L.A. IS MUCH, MUCH
25 HIGHER THAN THAT. SO, FOR ME, THAT'S A STRONG INDICATION THAT



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1 THERE'S SOMETHING WRONG WITH THE PROCESS. WHATEVER YOU CAN DO,
2 IF IT MEANS REMOVING THE BOX, THAT ONE OF THE MOST CONCRETE
3 THINGS THAT YOU CAN DO TO SEND THE RIGHT MESSAGE THAT YOU'RE
4 SERIOUS ABOUT RECRUITING PEOPLE WITH RECORDS. I'M SURE THERE
5 ARE MANY, MANY OTHER THINGS THAT YOU CAN DO TO SEND THAT
6 MESSAGE AS WELL BUT OBVIOUSLY THIS IS ONE OF THE MOST
7 IMPORTANT.

8

9 **SUP. ANTONOVICH, MAYOR:** THANK YOU.

10

11 **MAURICE EMMEL:** THANK YOU.

12

13 **SUP. ANTONOVICH, MAYOR:** THANK YOU.

14

15 **DORSEY NUNN:** MY NAME IS DORSEY NUNN AND I'M ONE OF THE
16 PROUDEST MEMBERS OF ALL OF US OR NONE AND THE CO-FOUNDER. I'M
17 ON VACATION RIGHT NOW. BUT ONE OF THE THINGS THAT I HEAR,
18 BECAUSE I WAS, LIKE, INVOLVED IN THE CAMPAIGN IN SAN
19 FRANCISCO, INVOLVED IN THE CAMPAIGN IN ALAMEDA COUNTY,
20 INVOLVED IN THE CAMPAIGN IN EAST PALO ALTO, WE ALSO GOT
21 CAMPAIGNS GOING ON IN OKLAHOMA. OUR NUMBERS ARE NOT GETTING
22 ANY SMALLER. WE'RE GROWING WITH REAL NUMBERS. SOMEBODY ALWAYS
23 ASKED WHEREVER WE STOP AND ACTUALLY START PUSHING THIS THING,
24 WE DON'T WANT TO GIVE PEOPLE A BAD IMPRESSION LIKE THEY'RE
25 GOING TO BE HIRED IF THEY CHECK THE BOX. AND I STARTED



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1 THINKING, IF Y'ALL ADMINISTRATORS, DON'T YOU HAVE THE ABILITY
2 TO SET POLICY THAT OTHER PEOPLE ARE FORCED TO FOLLOW? YOU
3 KNOW, THE OTHER PART OF THE QUESTION FOR ME IS I'VE HEARD
4 QUESTIONS ALONG THE WAY, WE DON'T WANT TO GIVE PEOPLE A SENSE
5 OF FALSE HOPE. WELL, I SORT OF THINK THAT FALSE HOPE IS BETTER
6 THAN NO HOPE, YOU KNOW, BECAUSE NO HOPE GETS US HIGH, NO HOPE
7 GETS US INTO SITUATIONS THAT WE DON'T WANT TO BE IN. THE OTHER
8 THING THAT'S REALLY, REALLY APPARENT AT MOST PLACES THAT WE
9 STOP, THEY DON'T PERFORM THE BACKGROUND CHECK UNTIL THE VERY
10 END OF THE PROCESS. THERE IS NO REASONABLE EXPLANATION TO HAVE
11 THE BOX ON THE APPLICATION OTHER THAN TO DO DISCRIMINATION.
12 THAT'S THE ONLY BASIS. SO IF YOU WAS TO CHECK THE BOX AND THEY
13 WAS GOING TO ACTUALLY DO THE LIVESCAN, THAT WOULD COME AT THE
14 END OF THE PROCESS, NOT AT THE BEGINNING OF THE PROCESS. SO
15 EITHER THEY'RE ASKING YOU TO PROVIDE INFORMATION THAT THEY
16 TOTALLY ARE NOT GOING TO USE UNTIL THE END OR TO PROVIDE
17 INFORMATION WHICH THEY'RE GOING TO USE UP FRONT TO PRACTICE
18 DISCRIMINATION. BOTH OF THOSE QUESTIONS ARE REAL PERTINENT
19 QUESTIONS. SO IF I CAME ALL THE WAY DOWN HERE TO LOS ANGELES,
20 IN NORTHERN CALIFORNIA, WE SORT OF THINK THAT YOU'RE THE DOG,
21 WE'RE JUST THE TAIL. IF YOU ALL DON'T DO IT HERE, MOST LIKELY
22 THIS THING WILL PROBABLY BE A LONG TIME IN TERMS OF THE FIGHT
23 TO GET THEM TO CHANGE. SO YOU'VE GOT A CHANCE TODAY TO BE MORE
24 THAN POLITICIANS, YOU GET A CHANCE TO BE LEADERS, SO I'M
25 ASKING YOU TO LEAD.



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1

2 **SUP. ANTONOVICH, MAYOR:** THANK YOU. PASCUAL TORRES AND MATTIE
3 SMITH. YES, SIR.

4

5 **ALEX SANCHEZ:** MY NAME IS ALEX SANCHEZ AND I'M THE EXECUTIVE
6 DIRECTOR OF HOMIES UNIDOS, WHICH IS A GANG INTERVENTION AND
7 PREVENTION AGENCY IN THE PICO UNION KOREA TOWN AREA. WE DO
8 PROGRAMS IN SCHOOLS AND ONE OF THE OTHER PROGRAMS THAT WE DO
9 IS WE THAT HAVE A TATTOO REMOVAL PROGRAM IN WHICH MANY
10 INDIVIDUALS COME TO GET THOSE TATTOOS REMOVED. NOW, ONE OF THE
11 ISSUES IN REMOVING THESE TATTOOS AND WHY THEY DO IT IS FOR THE
12 FACT OF EMPLOYMENT. MOST OF THESE INDIVIDUALS GET HIRED BUT
13 ARE PLACED IN THE WAREHOUSE WHERE NOBODY CAN SEE THEM. THEY'RE
14 SKILLED. MANY OF THESE INDIVIDUALS HAS GOTTEN A VOCATIONAL
15 TRAINING IN THE PRISONS, LIKE I DID, AND THEY WERE NOT ASKED
16 IF THEY HAD A CRIMINAL RECORD AND NEITHER WAS I. NOW, ONE OF
17 THE MAIN ISSUES THAT WE SUPPORT, THE BAN THE BOX, IS THE FACT
18 OF THE DISCRIMINATION AND THE FACT THAT MANY OF THESE
19 INDIVIDUALS NEED THAT OPPORTUNITY TO COME BACK AND BE
20 PRODUCTIVE INDIVIDUALS IN THEIR COMMUNITIES, NOT ONLY TO
21 THEMSELVES BUT TO THEIR FAMILY, TO THE INDIVIDUALS THAT HAVE
22 SUPPORTED THEM THROUGH THEIR TIME IN PRISON BUT ALSO THE
23 RESPONSIBILITY FOR THEM TO GIVE BACK TO THE COMMUNITY WHAT
24 THEY ONCE TOOK. NOW, LIKE DORSEY SAID, IT'S YOUR OPPORTUNITY
25 TODAY TO BE LEADERS, NOT JUST POLITICIANS. AND ONE OF THE



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1 THINGS-- SOME OF THE THINGS THAT YOU GUYS ARE GOING TO BE
2 HELPING IN THAT WILL STOP CRIMES, THIS WILL ACTUALLY REDUCE
3 CRIMES IN THE COUNTY, IN LOS ANGELES, IT WILL REDUCE
4 RECIDIVISM, IT WILL CREATE HEALTHY FAMILIES, IT WILL CREATE
5 HEALTHY LIVING CONDITIONS AND IT WILL MAKE A LEADER IN TAKING
6 A STEP FORWARD IN REALLY REDUCING CRIME IN OUR COMMUNITY. IT'S
7 YOUR OPPORTUNITY TO MAKE THOSE CHANGES, IT'S YOUR OPPORTUNITY
8 TO LEAD. THANK YOU. [APPLAUSE]

9

10 **SUP. ANTONOVICH, MAYOR:** THANK YOU. FABIAN MONTES. FABIAN
11 MONTES. YES, MA'AM.

12

13 **DONNA ANN SMITH-MARSHALL:** HELLO AND GOOD MORNING TO EVERYONE.
14 MY NAME IS DONNA ANN SMITH-MARSHALL. I'M THE AUTHOR AND
15 PUBLISHER OF A NEW BOOK CALLED TIME ON THE INSIDE, BEHIND THE
16 WALLS OF A MAXIMUM SECURITY WOMEN'S PRISON FROM AN INSIDER'S
17 VIEW. THIS BOOK TALKS ABOUT WHY MORE WOMEN ARE GOING TO PRISON
18 TODAY MORE THAN EVER, WHAT HAPPENS DAILY BEHIND THE WALLS, WHY
19 THE PENAL SYSTEM PROMOTES COMFORTABILITY RATHER THAN
20 REHABILITATION, WHY INMATE DEATHS OCCUR OFTEN, WHY IT'S
21 IMPORTANT FOR SOCIETY TO CARE ABOUT PRISONERS' RIGHTS, WHY
22 COMPASSION IS SO IMPORTANT, HOW DOES ONE STAY FROM DOING TIME
23 ON THE INSIDE AND HOW TO RESTORE YOUR LIFE IF YOU HAVE AND
24 HAVEN'T BEEN BEHIND THE WALLS. I'LL BE TALKING ABOUT THIS THIS
25 EVENING ON L.A. 36 BUT I WANT TO GO BACK TO COMPASSION FOR A



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1 MOMENT BECAUSE WHEN WE TAKE A LOOK AT OUR LIVES, WE'VE ALL
2 DONE SOMETHING WRONG THAT WE WANT TO BE FORGIVEN FOR, EVEN
3 GOING BACK TO A CHILD WHERE WE'VE GOTTEN RID OF THE BROCCOLI
4 OR THE VEGETABLES AND OUR PARENTS HAVE CAUGHT US, SO NOW
5 COMING OUT AS AN EX-WOMAN OFFENDER MYSELF OVER 11 YEARS AGO
6 FOR FALSIFYING FINANCIAL STATEMENTS AND FORGERY, I'M NOW
7 ESTABLISHING AN ORGANIZATION CALLED "LET'S FOCUS DEVELOPMENT
8 CENTER FOR WOMEN". I, MYSELF, WORKED FOR THE I.R.S., AND
9 G.S.A., GENERAL SERVICES ADMINISTRATION, SO WE KNOW THE
10 PRESIDENT CAN'T GET THE KEY TO THE WHITE HOUSE UNLESS HE GETS
11 IT FROM G.S.A. I WORKED THERE PRIOR TO GOING IN. AFTER COMING
12 OUT OF PRISON, I FOUND MYSELF CHECKING THE BOX AND NOT GETTING
13 CALLED BACK. I WORKED FOR KING/DREW MEDICAL CENTER AS A
14 PROGRAM ADMINISTRATOR AND WENT ON TO MOLINA HEALTHCARE WITHOUT
15 CHECKING THE BOX. UNFORTUNATELY, I DID NOT WANT TO DO THAT BUT
16 I NEEDED WORK AND I NEEDED TO FEED MY CHILDREN. AND SO, WHEN I
17 DIDN'T CHECK THAT BOX, I WAS HIRED AS AN EX-WOMAN OFFENDER,
18 OVERSEEING A BUDGET OF \$6 MILLION PLUS A YEAR. I HIRED PEOPLE,
19 I WATCHED ON MY COMMITTEE AND MY DEPARTMENT OF HIRING WHERE
20 PEOPLE GOT THE APPLICATION AND THEY LOOKED AND THEY SAID, "OH,
21 NO, NOT THIS ONE," AND I WOULD SAY, "WHY NOT?" "WELL, THEY'VE
22 BEEN INCARCERATED," NOT KNOWING OR THEY NOT KNOWING THAT I
23 MYSELF WAS INCARCERATED AND I WANTED TO STAND UP BUT I SAW THE
24 DISCRIMINATION. WE NEED TO GIVE AN OPPORTUNITY TO EX-
25 OFFENDERS. WE SAY THAT WE WANT TO HELP BUT WHAT ARE WE DOING?



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1 WHEN WE HAVE DONE OUR TIME, WE EXPECT TO COME OUT AND TO BE
2 ABLE TO GO BACK INTO SOCIETY AND MAKE IT BUT, WHEN YOU'RE
3 COMING OUT WITH \$200 GATE MONEY AND YOU'RE GOING BACK INTO THE
4 SAME ENVIRONMENT AND THERE IS NO HOPE, THERE IS NO SYSTEM OF
5 REHABILITATION ON THE INSIDE OR ON THE OUT, THEN WE KNOW THAT
6 70% OF INDIVIDUALS RE-OFFEND MOST OFTEN WITHIN WEEKS OF COMING
7 OUT. I SUPPORT THE BANNING OF THE BOX.

8

9 **SUP. ANTONOVICH, MAYOR:** THANK YOU.

10

11 **DONNA ANN SMITH-MARSHALL:** WHEN WE TAKE A LOOK AT OURSELVES AND
12 THE THINGS THAT WE'VE DONE, WE HAVE LIED ON APPLICATIONS SOME
13 OF OURSELVES, ON TRYING TO GET CARS, ON TRYING TO GET LOANS
14 AND SO THEREFORE LET'S GIVE AN OPPORTUNITY TO THE ONES OF US
15 WHO HAVE OFFENDED OUT HERE.

16

17 **SUP. ANTONOVICH, MAYOR:** THANK YOU. ERIC GREENE. ERIC GREENE.

18

19 **MATTIE SMITH:** MY NAME IS MATTIE SMITH AND I'M A 9-TIME LOSER.
20 THAT MEANS I WENT TO THE PENITENTIARY NINE TIMES AND ALL THE
21 TIME I WENT TO THE PENITENTIARIES FOR DRUG ADDICTION. I SUFFER
22 FROM THE DISEASE OF DRUG ADDICTION. HOWEVER, THROUGH THE 12-
23 STEP PROGRAM, I WAS ABLE TO ARREST THAT DISEASE AND FIND
24 EMPLOYMENT WITH THE STATE OF CALIFORNIA, WHERE I WORKED FOR
25 THE STATE OF CALIFORNIA 22 YEARS AND RETIRED. I'M A SENIOR



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1 CITIZEN AND I LIVE IN A SENIOR CITIZEN HOUSING. HOWEVER, I'D
2 LIKE TO EXPLAIN THAT, IN THE CONTINENTAL U.S.-- UNITED STATES,
3 THERE'S NO CLIMATE THAT CAN SUPPORT A POPPY OR THE COCOA TREE,
4 SO HOW ARE THE DRUGS GETTING TO OUR COUNTRY AND TO OUR
5 COMMUNITY FOR US TO USE? HOWEVER, I SAY BAN THE BOX BECAUSE I
6 ALMOST DIDN'T APPLY, BUT I WAS ENCOURAGED BY A FRIEND OF MINE
7 WHO SAID, DON'T EVER ELIMINATE YOURSELF AND I APPLIED FOR
8 STATE EMPLOYMENT AS A OFFICE ASSISTANT AND I WAS HIRED BUT, ON
9 THE BOX, IT SAID DO NOT ANSWER THIS QUESTION UNLESS THE JOB
10 YOU ARE APPLYING FOR IS A PEACE OFFICER'S JOB. WELL, I WASN'T
11 APPLYING TO BE A POLICE OFFICER. HOWEVER, I DID APPLY AND I
12 PASSED THE TEST 97.5. I'M A GOOD SECRETARY, TOO, AND I WAS
13 HIRED. HOWEVER, OTHER PEOPLE I KNOW THAT SAY, WELL, I CAN'T--
14 I'M SCARED TO GO BECAUSE I DON'T WANT TO ANSWER THAT QUESTION,
15 AND IT'S A PARADOX THAT YOU SPEND, I DON'T KNOW HOW MUCH
16 DOLLARS, TRAINING A PERSON IN PRISON TO DO FIRE-- FIGHT FIRES,
17 TO MAKE MANUFACTURED CLOTHING, MAKE LICENSE PLATES, BUT, WHEN
18 WE COME OUT, AFTER YOU SPENT ALL THIS MONEY TRAINING US IN
19 PRISON, YOU DON'T WANT TO HIRE US BECAUSE WE'VE BEEN TO
20 PRISON. WELL, I HAVEN'T HAD AN ARREST IN THE LAST 25 YEARS BUT
21 I STILL HAVE TO PAY FOR WHAT I DID 25 YEARS AGO AND IT'S NOT
22 FAIR.

23

24 **SUP. ANTONOVICH, MAYOR:** THANK YOU. [APPLAUSE]

25



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1 **SUP. ANTONOVICH, MAYOR:** LUIS GARCIA. YES, SIR.

2

3 **PASCUAL TORRES:** HELLO. MY NAME IS PASCUAL TORRES AND I
4 REPRESENT HOME BOY INDUSTRIES. HUNDREDS AND HUNDREDS OF PEOPLE
5 COME INTO OUR OFFICE EVERY DAY-- I MEAN EVERY MONTH SEEKING
6 HELP, SEEKING ASSISTANCE TO FIND EMPLOYMENT. WHY? THE MAIN
7 REASON IS BECAUSE THEY HAVE A CRIMINAL RECORD. THEY ARE
8 DISCRIMINATED UPON JUST BECAUSE THEY HAVE COMMITTED CRIMES IN
9 THE PAST. SO WE ARE HERE TO ENCOURAGE THE BOARD OF SUPERVISORS
10 TO TAKE THE FIRST STEP TO BE LEADERS WITHIN OUR COMMUNITIES
11 AND APPROVE THIS MEASURE PRESENTED BY SUPERVISOR BURKE.
12 THROUGHOUT THE MANY YEARS OF DOING THIS WORK AT HOME BOY
13 INDUSTRIES, WE SEE FIRSTHAND WHAT PEOPLE ARE FACING, WE SEE
14 THE REALITY THAT PEOPLE ARE FACING AND THEY ARE BEING
15 DISCRIMINATED UPON, NOT ONLY EX-GANG MEMBERS BUT PEOPLE WHO'VE
16 BEEN IN PRISON FOR DRUG OFFENSES AND PEOPLE, REGULAR PEOPLE
17 WHO HAVE A CRIME RECORD. SO I WOULD LIKE THIS TAKE THIS TIME
18 TO JUST REMIND YOU GUYS OF A SAYING THAT WE USE AT HOME BOY
19 INDUSTRIES AND WE KIND OF AMEND IT A LITTLE BIT, IT'S YOU
20 CAN'T JUDGE A BOOK BY ITS COVER AND WE AMENDED IT TO, YOU
21 CAN'T JUDGE A BOOK BY ITS COVER BUT YOU ALSO CAN'T JUDGE A
22 BOOK BY ITS FIRST CHAPTER, SO I WOULD LIKE TO ENCOURAGE YOU
23 GUYS TO TAKE THE FIRST STEP IN SUPPORTING PEOPLE WHO ARE
24 LOOKING TO REDIRECT THEIR LIVES, HELP THEM TAKE THE FIRST STEP



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1 AND PROVIDE THEM EMPLOYMENT. EMPLOYMENT IS NOT THE SOLUTION,
2 BUT IT IS A FIRST STEP. THANK YOU.

3

4 **SUP. ANTONOVICH, MAYOR:** THANK YOU. CASSANDRA GONZALEZ.

5 CASSANDRA GONZALEZ. YES, SIR.

6

7 **FABIAN MONTES:** GOOD AFTERNOON. MY NAME'S FABIAN MONTES. I WORK
8 FOR HOME BOY INDUSTRIES ALSO. AND THANK YOU. I COMMEND YOU,
9 MS. BURKE, FOR PROPOSING THIS MEASURE. WE, AT HOME BOY
10 INDUSTRIES, WE ARE A GANG REHAB. AND OUR NAME IS ALSO JOBS FOR
11 A FUTURE, WHICH WE KNOW HOW IMPORTANT A JOB IS TO HELP THESE
12 YOUNG MEN AND WOMEN GET OUT OF THE STREETS AND SEE SOME
13 PURPOSE IN THEIR LIFE, SO WE PROMOTE THAT IN OUR ORGANIZATION,
14 WE HIRE A LOT OF EX-FELONS AND EX-PAROLEES, SO, I MEAN, IT'S--
15 I'M CHALLENGING YOU GUYS, IF WE COULD DO IT AS A NONPROFIT,
16 YOU AS A COUNTY, YOU KNOW, COULD DO IT, TO EMPLOY MORE PEOPLE
17 THAN WE DO, BECAUSE THERE'S SO MANY PEOPLE OUT IN THE STREETS
18 THAT ARE-- THEY NEED A SECOND CHANCE AND THAT'S WHAT WE TRY TO
19 DO AT HOME BOY, WE TRY GIVE THEM FIRST, SECOND AND THIRD
20 CHANCES. SO WE ARE HERE TO SUPPORT YOU, MS. BURKE AND
21 HOPEFULLY, YOU KNOW, HAVE YOU GUYS NOT THINK ABOUT IT BUT FEEL
22 IT WITH YOUR HEARTS TO UNDERSTAND A JOB WILL MAKE AND HELP
23 SOMEBODY AND WE HAVE TO START THINKING OUT OF THE BOX BECAUSE
24 WE'VE BEEN THINKING IN THE BOX TOO MUCH AND THAT'S NOT GETTING
25 US ANYWHERE. SO WE'RE HERE TO SUPPORT YOU. THANK YOU.



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1

2 **SUP. ANTONOVICH, MAYOR:** CALL UP ABRAHAM SALAZAR. YES, SIR.

3

4 **ERIC GREENE:** HELLO, MY NAME IS ERIC GREENE. I'M WITH THE
5 AMERICAN CIVIL LIBERTIES UNION AND I WANT TO THANK YOU ALL FOR
6 YOUR TIME AND FOR YOUR ATTENTION TODAY. A LOT OF SPEAKERS HAVE
7 VERY ELOQUENTLY POINTED OUT THE CONTEXT AND THE REASONS WHY
8 THIS IS SUCH AN IMPORTANT ISSUE RIGHT NOW. RIGHT NOW, WE HAVE
9 A CRISIS IN RECIDIVISM, WE HAVE A CRISIS IN PEOPLE GOING BACK
10 INTO OVERSTUFFED JAILS WHICH ARE A PUBLIC EXPENSE AND A PUBLIC
11 DANGER, WE HAVE A CRISIS IN PEOPLE NOT BEING ABLE TO REJOIN
12 THEIR COMMUNITIES AND A DEARTH OF RESOURCES FOR
13 REHABILITATION. GIVEN THIS CONTEXT, WE MUCH PROVIDE ON-RAMPS
14 TO ALLOW PEOPLE TO GO BACK INTO THE COMMUNITIES, BACK INTO
15 THEIR FAMILIES AND THE PUBLIC SECTOR EMPLOYMENT IS ESPECIALLY
16 IMPORTANT TO DO THAT BECAUSE PEOPLE ARE FACING SO MUCH
17 RESISTANCE IN THE PRIVATE SECTOR. I WANT TO RETURN TO SOME OF
18 THE THINGS THAT MR. HENRY POINTED OUT AND TO MENTION IN TERMS
19 OF THE STUDY THAT HIS DEPARTMENT DID AND TO EMPHASIZE THAT
20 THEY FOUND ABSOLUTELY NO COMPELLING REASON FOR RETAINING THE
21 BOX ON COUNTY APPLICATIONS AS CURRENTLY CONSTRUCTED. MOREOVER,
22 THEY FOUND THAT THE VAST MAJORITY OF L.A. COUNTY DEPARTMENTS
23 THAT THEY WOULD NOT HAVE A DELAY IN THEIR HIRING PROCESS BY
24 MOVING THIS QUESTION TO LATER IN THE PROCESS. THEY ALSO FOUND
25 THAT 31 OF THE 38 DEPARTMENTS THAT COLLECT CRIMINAL CONVICTION



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1 INFORMATION ON THE INITIAL APPLICATION DO NOT USE THAT
2 INFORMATION DURING THE INITIAL SCREENING PROCESS. AND 30 OUT
3 OF 38 DEPARTMENTS SAY THEY HAVE NOT DISQUALIFIED ANYONE DURING
4 THE APPLICATION PROCESS BECAUSE OF CRIMINAL CONVICTIONS. SO
5 THE POINT REMAINS THAT, IF THE CRIMINAL CONVICTION INFORMATION
6 IS NOT USED IN THE INITIAL SCREENING PROCESS, THERE IS SIMPLY
7 NO REASON TO HAVE IT ON THAT INITIAL APPLICATION, ESPECIALLY
8 WHEN THERE ARE OTHER STAGES IN THE PROCESS WHERE THAT
9 INFORMATION COULD BE OBTAINED AND WHERE BACKGROUND CHECKS CAN
10 BE CONDUCTED TO MAKE SURE THAT PEOPLE WHO POSE ANY KIND OF A
11 PUBLIC SAFETY DANGER ARE NOT IN JOBS THAT ARE NOT APPROPRIATE
12 FOR THEM. WHEN YOU CONSIDER THE CONTEXT IN THE RELUCTANCE THAT
13 PEOPLE HAVE TO APPLY FOR JOBS FOR FEAR OF DISCRIMINATION AND
14 THE FACT THAT THE PRIVATE SECTOR IS VERY RELUCTANT TO HIRE
15 PEOPLE WITH CRIMINAL CONVICTIONS, THE NEED FOR US TO MAKE
16 THESE KIND OF VERY SIMPLE, MODEST REFORMS BECOMES VERY, VERY
17 CRITICAL. I WANT TO URGE YOU TO JOIN WITH ALL THE PEOPLE IN
18 THIS ROOM, WITH ORGANIZATIONS SUCH AS THE A.C.L.U. AND MALDEF
19 AND THE LAWYERS COMMITTEE FOR CIVIL RIGHTS, THE PROGRESSIVE
20 JEWISH ALLIANCE, METROPOLITAN CHURCHES AND PROGRESSIVE
21 CHRISTIANS UNITING IN MAKING THIS REFORM AND FOLLOWING THE
22 LEADERSHIP OF SUPERVISOR BURKE AND MAKING IT EASIER FOR PEOPLE
23 TO REJOIN THEIR COMMUNITIES AND GET A SECOND CHANCE. THANK
24 YOU.

25



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1 **SUP. ANTONOVICH, MAYOR:** THANK YOU. THE LAST PERSON WHO HAS
2 SIGNED UP TO SPEAK IS GEORGE VALENZUELA. EXCUSE ME. GEORGE
3 VALENZUELA. THANK YOU. YES?

4

5 **LUIS GARCIA:** MEMBERS OF THE BOARD AND YVONNE BURKE, FOR
6 PURPOSES OF IDENTIFICATION ONLY, MY NAME IS LUIS GARCIA, I'M A
7 30-YEAR EMPLOYEE OF THE LOS ANGELES COUNTY PROBATION
8 DEPARTMENT. 20 OF THOSE YEARS I'VE SPENT WORKING SUPERVISING
9 ADULTS, HELPING THEM TO REINTEGRATE INTO THEIR COMMUNITIES,
10 HELPING THEM FIND EMPLOYMENT AND THERE'S NOTHING MORE
11 IMPORTANT THAT YOU CAN DO TODAY THAN PASS THIS MOTION. I WANT
12 TO THANK YOU, MISS BURKE, FOR YOUR LEADERSHIP ON THIS AND I
13 WANT TO THANK THE WHOLE BOARD FOR PUTTING THIS ON THE AGENDA
14 AND LISTENING TO ALL THESE GRASSROOTS COMMUNITY GROUPS, ALL
15 THESE PROFESSIONAL GROUPS, COMMUNITY IN GENERAL, THAT WE'RE
16 ALL TELLING YOU THAT WE'RE IN A NEW ERA, WE'VE BEEN THERE,
17 WE'VE DONE THAT, WE'VE BEEN TOUGH ON CRIME. THE PRISONS ARE
18 FULL AND SOCIETY DOES NOT FEEL ANY SAFER AND SO NOW WE NEED TO
19 TRY SOMETHING DIFFERENT. WE HAVE A NEW CHIEF PROBATION
20 OFFICER, I'M NOT SPEAKING FOR THE PROBATION DEPARTMENT, BUT HE
21 IS WORKING REAL HARD TO CHANGE THE WAY THAT WE WORK IN THE
22 PROBATION DEPARTMENT TO WORK WITH COMMUNITIES, TO WORK WITH
23 THE PROBATIONERS, TO HELP THEM REINTEGRATE AND REDUCE THIS
24 GREAT RECIDIVISM PROBLEM THAT WE HAVE WHERE PEOPLE GO BACK TO
25 PRISON FOR MINOR TECHNICAL PAROLE VIOLATIONS, NOT NECESSARILY



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1 A NEW CRIME. I AM SPEAKING THOUGH REPRESENTING THE SENATE
2 SELECT COMMUNITY COMMITTEE ON CALIFORNIA'S CORRECTIONAL
3 SYSTEM, WHICH IS A GROUP OF FRIENDS AND FAMILY MEMBERS OF
4 PRISONERS IN THE MAXIMUM SECURITY UNIT PRISONS. SOME OF THOSE
5 PEOPLE PAROLE OUT DIRECTLY FROM THOSE PRISONS TO THE STREETS
6 AND THEY HAVE A VERY DIFFICULT TIME REINTEGRATING JUST TO
7 LIVING IN SOCIETY FROM BEING IN ISOLATION 24/7 FOR MANY YEARS.
8 AND SO WE NEED THIS MOTION TO PASS, NOT JUST FOR COMPASSION'S
9 SAKE, FOR RECONCILIATION, TO EXTEND A HAND TO THOSE WHO HAVE
10 PAID THEIR PRICE, THEIR DEBT TO SOCIETY AND NOW WANT TO
11 REINTEGRATE TO THE COMMUNITY, BUT WE WANT TO DO THIS BECAUSE
12 WE WANT TO BE SMART ON CRIME. THAT'S THE NEW WATCH WORD. WE
13 NEED TO FIND SOLUTIONS TO THE PROBLEMS OF CRIME. THE WAY WE'VE
14 BEEN DOING IT HAS NOT WORKED. LET'S TRY SOMETHING NEW. THANK
15 YOU.

16

17 **SUP. ANTONOVICH, MAYOR:** THANK YOU.

18

19 **CASSANDRA GONZALEZ:** MY NAME IS CASSANDRA GONZALEZ AND I'M A
20 FORMERLY INCARCERATED YOUTH. I'M HERE ON BEHALF OF FAMILIES TO
21 AMEND CALIFORNIA'S THREE STRIKES. THE LAST THREE JOBS THAT
22 I'VE HAD OVER THE PERIOD OF THE LAST FOUR YEARS HAVE NEVER
23 ASKED ME IF I'VE BEEN CONVICTED OF A CRIME AND USED IT AGAINST
24 ME. IF ANYTHING, IT WAS A BENEFIT TO THE JOBS THAT I HELD
25 BEING THAT I WAS A WOMAN OF COLOR AND FORMERLY INCARCERATED.



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1 ON THE WEST SIDE, THERE IS NO HOME BOY INDUSTRIES AND I LIVE
2 IN YOUR DISTRICT, MS. BURKE, AND WE DON'T HAVE PLACES WHERE WE
3 CAN GO TO AND ASK FOR JOBS. WE-- IT'S PRETTY MUCH A DEAD END.
4 BY BANNING THIS BOX, THE YOUNG PEOPLE ON THE WEST SIDE THAT
5 HANG OUT IN THE PROJECTS, THAT HANG OUT ON OAKWOOD, THAT HANG
6 OUT IN SANTA MONICA, WILL HAVE ANOTHER INCENTIVE TO GO AND
7 LOOK FOR A JOB AND GET A JOB AND WON'T HAVE TO BE HANGING OUT
8 ON THE STREETS. I WANT TO BE-- I'M A CERTIFIED FINGERPRINT
9 TECHNICIAN. I GRADUATED FROM SANTA MONICA COLLEGE WITH AN
10 ASSOCIATE'S DEGREE IN ADMINISTRATION OF JUSTICE IN PSYCHOLOGY,
11 YET I CANNOT GET A JOB DOING FINGERPRINTING BECAUSE I HAVE A
12 CRIMINAL BACKGROUND. I WANT TO BE A PROBATION OFFICER SO I CAN
13 WORK IN JUVENILE HALL AND WORK WITH THE YOUNG PEOPLE BECAUSE I
14 HAVE A STORY TO TELL AND A TESTIMONY AND I WANT TO INFLUENCE
15 THESE YOUNG GIRLS THAT THEY CAN MAKE IT IN LIFE BUT I CAN'T
16 GET A JOB WITH THE PROBATION DEPARTMENT BECAUSE I HAVE A CRIME
17 WHEN I WAS 18 THAT GOT DISMISSED BUT IS STILL BEING HELD
18 AGAINST ME. SO, BY BANNING THE BOX, IT'S GOING TO BE A HUGE,
19 HUGE INCENTIVE FOR THESE YOUNG PEOPLE TO START GETTING WORK
20 BECAUSE A LOT OF THESE YOUNG PEOPLE ARE EDUCATED AND THEY ARE
21 SKILLED AND THEY DO HAVE THE KNOWLEDGE AND THE POWER AND THE
22 WISDOM TO BE ABLE TO HOLD THESE JOBS AND PROVE SOCIETY THAT
23 THEY'RE NOT ALL CRIMINALS, THEY'RE NOT ALL THESE LOWLIFES THAT
24 WE'RE STEREOTYPED TO BE AND THAT WE CAN MAKE IT AND PUT A DENT
25 IN OUR ECONOMY TODAY. THANK YOU. [APPLAUSE]



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1

2 **SUP. ANTONOVICH, MAYOR:** THANK YOU.

3

4 **ABRAHAM SALAZAR:** MY NAME IS ABRAHAM SALAZAR. HELLO, EVERYBODY.
5 YOU KNOW, I JUST GOT RELEASED ON THE 18TH OF OCTOBER, YOU
6 KNOW, AND I'M LISTENING TO YOU TALK TO THIS GENTLEMAN OVER
7 HERE ABOUT THIS BALLOT ON THE APPLICATIONS. TO MYSELF, I DON'T
8 EVEN WANT TO FILL OUT AN APPLICATION. I'D RATHER GO AND WORK
9 FOR SOMEBODY THAT'S NOT EVEN AN AGENCY OR MAYBE EVEN UNDER THE
10 TABLE BUT THAT'S NOT HELPING ME COME BACK INTO SOCIETY. YOU
11 KNOW WHAT I MEAN? HOW TO FIT BACK IN. I DON'T WANT TO SAY THAT
12 IT WAS A PLEASURE GOING BACK UP STATE TO THE C.D.C. SYSTEM BUT
13 YOU KNOW WHAT, IT WAS A WAKE-UP CALL FOR ME, BECAUSE, YOU KNOW
14 WHAT, THERE'S A LOT OF TEENAGERS IN THERE, YOUNGER MEN THAT
15 ARE GOING TO BE COMING OUT AND THEY'RE GOING TO BE LOOKING FOR
16 JOBS. FOR MYSELF, I MEAN, I GOT TO GO BACK INTO-- COME BACK
17 OUT HERE AND FIND A JOB AND IT'S DISCOURAGING. IT'S
18 DISCOURAGING. WHEN THEY SAY, HAVE YOU EVER BEEN CONVICTED OF A
19 CRIME? UMM, YOU KNOW WHAT? IRREGARDLESS, YOU KNOW, I COME FROM
20 THE PROJECTS ON THE EAST SIDE, YOU KNOW WHAT I MEAN, AND
21 REGARDLESS IF I WENT LOOKING OUT FOR A JOB, AS SOON AS I GET
22 STOPPED BY A POLICE OFFICER, THEY ASKED ME IF I'M ON PROBATION
23 OR PAROLE AND BEING HONEST, I'M ON PAROLE. AND, YOU KNOW WHAT,
24 I ALWAYS GET HANDCUFFS PUT ON ME, REGARDLESS IF I'M TELLING
25 THE TRUTH OR NOT ABOUT LOOKING FOR WORK OR ET CETERA, ET



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1 CETERA. AND THEN IT'S JUST A REVOLVING DOOR BACK FOR ME, YOU
2 KNOW WHAT I MEAN? SO, I MEAN, I CAN WEAR A LONG SLEEVED SHIRT
3 AND NICE TIE AND EVERYTHING, I COULD LOOK LIKE A COUPLE OF YOU
4 GENTLEMEN HERE, YOU KNOW WHAT I MEAN, AND GO OUT AND PRESENT
5 MYSELF. I WENT THROUGH LIFE SKILLS, TOO, BEFORE AND THEY'RE
6 TELLING ME ABOUT, WELL, HOW WOULD YOU GO ABOUT ANSWERING THESE
7 QUESTIONS? WELL, I'LL EXPLAIN DURING THE INTERVIEW, YOU KNOW
8 WHAT I MEAN? AND I'VE SPOKEN MY PIECE, YOU KNOW, I'M A TEAM
9 PLAYER, ET CETERA, ET CETERA, YOU KNOW WHAT I MEAN? AND, ONCE
10 IN A WHILE, I MEAN, SOMEONE SAID, WELL, WE'LL LOOK INTO IT.
11 BUT YOU KNOW WHAT? WHEN I WALK AWAY, I, LIKE, DEEP INSIDE, I
12 SAY, YEAH, RIGHT. YOU AIN'T GOING TO HIRE ME. THANK YOU.

13

14 **SUP. ANTONOVICH, MAYOR:** THANK YOU, SIR.

15

16 **GEORGE VALENZUELA:** MY NAME IS GEORGE VALENZUELA. I WORK AT
17 HOME BOY INDUSTRIES. FIRST OF ALL, I'M A EX-CON MYSELF, FORMER
18 PAROLEE. I JUST FINISHED SERVING EIGHT YEARS. COMING OUT INTO
19 SOCIETY IS KIND OF HARD, IT'S REAL DISCRIMINATING BECAUSE,
20 WHEN YOU WALK INTO A BUSINESS AND THEY PUT THE APPLICATION IN
21 FRONT OF YOUR FACE, YOU FILL IT OUT, THERE'S THAT BOX. I NEVER
22 FILLED IT OUT BECAUSE I KNOW FOR A FACT THAT, ONCE THEY TURN
23 IT IN, I'M GOING TO GET DENIED REGARDLESS AND THAT'S REAL
24 DISCRIMINATING BECAUSE ONCE THEY TELL YOU YOU CAN'T WORK THERE
25 BECAUSE WHAT I'VE DONE IN MY PAST, MY PAST HURT ME BUT I



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1 SERVED MY TIME FOR MY PAST SO THAT HURT SHOULD BE PUT AWAY
2 ALREADY. BUT SOCIETY IS NOT TAKING IT LIKE A NORMAL THING
3 WHERE OUR DUES HAVE BEEN PAID AND I BELIEVE I'M JUST LIKE
4 EVERYBODY HERE SPEAKING. I'M A VERY GOOD WORKER. I TRIED
5 APPLYING FOR JOBS. I'VE ONLY BEEN OUT A YEAR. BUT, IN THAT
6 YEAR, EIGHT JOBS. FIVE HAVE FAILED TO CALL ME BACK AND THEN
7 THERE'S OTHER ONES, THEY JUST DENIED ME ON THE SPOT SAYING MY
8 LACK OF EDUCATION. I'VE GOT A VERY HIGH EDUCATION LEVEL.
9 THAT'S WHY I WORK TODAY AS ANGER MANAGEMENT IN HOME BOY
10 INDUSTRIES. SOMEBODY'S OUT THERE THAT GAVE ME THE FAITH TO
11 STEP UP AND THAT'S WHY I'M HERE TODAY SPEAKING UP ABOUT
12 BANNING THIS BOX. I FEEL THAT THEY SHOULDN'T LOOK AT THAT ON
13 OUR PAST. WE'RE ALL EQUAL. LET'S BE EQUAL GIVE US A FAIR
14 CHANCE. THAT'S ALL I ASK.

15

16 **SUP. ANTONOVICH, MAYOR:** THANK YOU. [APPLAUSE]

17

18 **DWAYNE DIXON:** MY NAME IS DWAYNE, DWAYNE DIXON AND I WOULD LIKE
19 TO SPEAK UP ON BEHALF OF THE STRIKERS. I HAVE A STRIKE DUE TO
20 A PLEA BARGAIN DEAL THAT I MADE WITH THE COURTS BECAUSE I HAVE
21 A LACK OF REPRESENTATION FROM MY PUBLIC DEFENDER, SO I ENDED
22 UP WITH A STRIKE. THAT STRIKE CAN ENHANCE MY SENTENCE, DOUBLE
23 UP, SERVING 80% OF THE SENTENCE AND I DON'T WANT TO SERVE NO
24 MORE TIME, SO MY PROPENSITY TO COMMIT ANY CRIME HAS DECREASED
25 BUT, HOWEVER, PRIOR TO ME BEING BECOMING INCARCERATED, I HAD A



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1 MERCEDES BENZ, I HAD AN APARTMENT, I HAD A JOB. I GOT PULLED
2 OVER DUE TO ME BEING IN A MERCEDES BENZ. YOU'RE FAMILIAR WITH
3 THE DRIVING WHILE BLACK ISSUE. I GOT PULLED OVER AND ARRESTED
4 FOR HAVING A MINUTE SMALL AMOUNT OF CRACK COCAINE THEY FOUND
5 IN MY CAR. I ENDED UP SERVING SEVEN YEARS. DURING THE TIME
6 SERVING MY SEVEN YEARS, I LOST MY MOM, WASN'T ABLE TO GO TO
7 THE FUNERAL. SO I STARTED-- I HAD TO EXCEED ON MY OWN. I
8 STARTED EMILY LEE'S TIME ACTIVITY GROUP, DEALING WITH THE
9 STRIKERS, CALLED INSIDE FACTS. WHILE SERVING MY TIME, I ONLY
10 RECEIVED ONE WRITE-UP THROUGHOUT THAT SEVEN YEARS. ONE WRITE-
11 UP. UPON MY RELEASE, AS YOU SEE, I GOT TATTOOS SO, OF COURSE,
12 I'M WORKING FOR A NONPROFIT. I WENT AND APPLIED FOR A JOB. I
13 WAS NEVER CALLED BACK, SIGNED UP WORKING FOR NONPROFITS, LIKE
14 MOST OF US EX-OFFENDERS ARE DOING NOW, BEING OF SERVICE TO OUR
15 COMMUNITIES WITH THESE NONPROFITS AND EXCEEDING VERY WELL. I
16 STARTED WORKING WITH FAMILIES TO AMEND CALIFORNIA THREE
17 STRIKES AS THE OUTREACH COORDINATOR. STARTED INSIDE FACTS
18 OUTREACH NEWSLETTER, PRISON NEWSLETTER. RIGHT NOW, PRESENTLY
19 I'M WORKING WITH WATTS, GANG TASK FORCE, CEASEFIRE, COMMUNITY
20 COALITION, EX-OFFENDERS TASK FORCE. I MEAN, I'M WORKING WITH
21 NOTHING BUT NONPROFITS AND ALSO BECAUSE OF MY PRIOR
22 INCARCERATION, BECAUSE OF THE LACK OF THE OPPORTUNITIES I
23 HAVE, I'M ALSO GOING THROUGH MENTAL HEALTH. YOU KNOW WHAT I'M
24 SAYING? THE LOSS OF MY MOM, SERVING THE TIME FOR A OFFENSE
25 THAT WAS SO MINOR, I ENDED UP SERVING MORE TIME THAN SOMEBODY



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1 SERVES FOR MOLESTING A CHILD. I HAD ISSUES. SO I DO GO THROUGH
2 MENTAL HEALTH, I'M TALKING WITH A PSYCHIATRIST AND IT'S
3 RECOMMENDED THAT I FIND A SUBSTANTIAL JOB, SOMETHING THAT WILL
4 PAY MY CHILD SUPPORT, PAY MY RESTITUTION FINE IN WHICH I'M
5 OBLIGATED TO PAY DUE TO MY SENTENCE AND I CAN'T FIND A JOB
6 THAT PAYS WELL ENOUGH TO COVER MY CHILD SUPPORT AND MY
7 RESTITUTION FINES, SO I'VE BEEN PROVIDED-- I'VE BEEN SURVIVING
8 THROUGH STIPEND FUNDS THAT I'M RECEIVING FROM THESE
9 NONPROFITS. HOWEVER, A REAL SUBSTANTIAL-- I MEAN, A JOB THAT
10 WAS TO PROVIDE FOR ME, MY CHILD, TO THE COURT, MY OBLIGATION
11 FOR RESTITUTION AS WELL AS THE CHILD SUPPORT, THAT'S WHAT THE
12 SOCIAL SERVICES, I MEAN, I CAN'T GET-- I HAVEN'T HAD THE
13 OPPORTUNITY. I WENT TO FED EX. FIRST THING THEY ASKED WAS HAVE
14 I BEEN INCARCERATED. I WAS NEVER CALLED BACK. EVERY JOB I
15 APPLIED FOR THAT MARK WHERE IT SAYS HAVE YOU BEEN
16 INCARCERATED, YOU KNOW, I HAVE TO LIE. I MEAN, FOR ME TO BE
17 REHABILITATED, I CAN'T LIE BUT I HAVE TO LIE SO THEREFORE, YOU
18 KNOW, I'M CORRUPTING MY REHABILITATION SO, WHAT SHOULD I DO?
19 TELL THE TRUTH OR LIE? SO WHY DON'T YOU JUST BAN THE BOX?

20

21 **SUP. ANTONOVICH, MAYOR:** THANK YOU. SUPERVISOR BURKE.

22

23 **SUP. BURKE:** YOU KNOW, I BELIEVE THAT WE CAN CONTINUE TO LOOK
24 AT THIS AND COME UP WITH SOME APPROACH, FIRST OF ALL, THAT I
25 THINK CAN REPOSITION THE BOX AND TO ALSO ADDRESS SOME OF THE



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1 ISSUES THAT ARE BOTHERING SOME PEOPLE. I CAN COUNT. I KNOW
2 THAT TODAY IS NOT THE APPROPRIATE TIME TO CALL FOR A VOTE ON
3 THIS ITEM BUT THERE ARE A NUMBER OF THINGS THAT I THINK WE
4 HAVE TO LOOK AT. NUMBER ONE, AT PRESENT, A JUVENILE OFFENSE,
5 PERSON CAN BE 13 AND, FOR THE REST OF THEIR LIFE, THEY WOULD
6 HAVE TO CHECK THIS BOX THAT THEY HAVE BEEN CONVICTED. WE KNOW
7 ALSO THAT OUR CONTRACTORS, THEY DON'T HAVE THIS, IN MANY
8 INSTANCES, THEY HIRE WHOEVER THEY WANT TO AND THOSE SAME
9 PEOPLE COME TO WORK IN THE COUNTY BECAUSE THEY ARE UNDER A
10 CONTRACT. SO THE PEOPLE THAT WE PROHIBIT FROM COMING IN AND
11 APPLYING, IN MANY INSTANCES, THEY STILL ARE WORKING AS
12 JANITORS, THEY'RE WORKING IN ANY NUMBER OF AREAS, BUT THEY DO
13 IT INDIRECTLY. SO I REALLY THINK THAT WE CAN BENEFIT FROM THE
14 EXPERIENCE OF OTHER JURISDICTIONS THAT HAVE HAD-- REVIEWED
15 THIS, THEY'VE COME UP WITH LANGUAGE AND THEY'VE BEEN ABLE TO
16 SUCCESSFULLY ADDRESS THIS PROBLEM. OUR OFFICE, WE DO MAKE A
17 LIST OF EMPLOYERS AND WE KEEP IN TOUCH WITH A NUMBER OF
18 PRIVATE EMPLOYERS THAT WILL HIRE PEOPLE WHO HAVE CONVICTIONS
19 AND PEOPLE WHO HAVE JUST BEEN RELEASED FROM PRISON AND MANY OF
20 THESE EMPLOYERS ARE THE ONES THAT MANY OF YOU SEE AND YOU
21 PROBABLY COME IN CONTACT WITH THESE EMPLOYERS ALL THE TIME,
22 BUT WE HAVE ESTABLISHED THE RELATIONSHIP WITH THESE EMPLOYERS
23 THAT WE CAN REFER THEM. SOME ARE CONSTRUCTION COMPANIES, SOME
24 OF THEM ARE SERVICE COMPANIES, SOME OF THEM ARE RETAILERS. SO
25 WE HAVE TAKEN A POSITION THAT PART OF OUR RESPONSIBILITY IS TO



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1 HAVE THESE RELATIONSHIPS WITH EMPLOYERS WHO DO TAKE AND HIRE
2 PEOPLE WHO HAVE CONVICTIONS. BUT THE IMPORTANT THING IS THAT,
3 AS THE COUNTY OF LOS ANGELES, WE NEED TO BE AT THE FOREFRONT.
4 WE NEED TO BE THERE WITH BOSTON. WE NEED TO BE THERE WITH SAN
5 FRANCISCO. WE NEED TO BE THERE WITH ALAMEDA AND WE NEED TO BE
6 MOVING FORWARD BECAUSE WE-- IN CALIFORNIA, WE ALWAYS ARE AT
7 THE FRONT, NOT THE BACK OF ANY KIND OF REFORM. NOW, WE CAN
8 PROTECT OUR EMPLOYEE BASE AND WE CAN DO THAT AND THERE ARE ANY
9 NUMBER OF WAYS WE CAN DO THAT AND THE ONLY THING THAT I'M
10 GOING TO ASK IS THAT WE CONTINUE THIS OVER FOR ABOUT 60 DAYS
11 AND I'D LIKE TO WORK WITH OUR DEPARTMENT AND I'D LIKE TO WORK
12 WITH MEMBERS OF THE BOARD AND TRY TO ADDRESS THE CONCERNS THEY
13 HAVE SO THAT WE CAN'T BE PART OF THE PROBLEM, WE CAN MOVE
14 FORWARD TO TRY TO PROVIDE OPPORTUNITIES FOR PEOPLE WHO HAVE
15 ABSOLUTELY-- WE PAY ONE WAY OR THE OTHER. WE EITHER PAY FOR
16 THEM ON WELFARE OR WE WOULD PROVIDE REASONABLE JOBS AND I
17 THINK IT'S VERY INTERESTING, WE TALK ABOUT GROW. ONE-HALF OF
18 THE PEOPLE ON GENERAL RELIEF WHO APPLY FOR GROW HAVE
19 CONVICTIONS AND WE SOMEHOW FIND ABILITY TO FIND THEM JOBS.
20 BUT, IN GROW, THEY KNOW THAT THEY CAN APPLY AND THEY CAN CHECK
21 THE BOX BUT MOST PEOPLE ARE VERY, VERY RELUCTANT, VERY
22 RELUCTANT TO APPLY FOR A POSITION THAT'S A RESPONSIBLE
23 POSITION BUT WE CAN PROTECT THOSE DEPARTMENTS THAT BELIEVE
24 THEY SHOULD NOT HIRE PEOPLE WHO HAVE HAD PARTICULAR TYPES OF
25 CONVICTIONS AND I'M CONVINCED WE CAN COME UP WITH A PROCESS



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1 WHERE THOSE DEPARTMENTS WILL HAVE THE PROTECTION, THAT WE CAN
2 MAKE SURE THAT THOSE-- WE HAVE SECURITY IN OUR EMPLOYMENT BUT,
3 AT THE SAME TIME, WE DO NOT PREVENT AT THE FIRST STEP MANY
4 PEOPLE WHO COULD BECOME MEANINGFUL EMPLOYEES, COULD TAKE CARE
5 OF THEIR FAMILIES AND REALLY SHOULD HAVE AN OPPORTUNITY IN THE
6 COUNTY OF LOS ANGELES. OUT OF OUR 80,000 EMPLOYEES, I THINK WE
7 HAVE ROOM FOR PEOPLE WHO HAVE REHABILITATED, WE HAVE ROOM FOR
8 PEOPLE WHO MADE A MISTAKE YOUNG IN LIFE AND IT'S 30 YEARS
9 LATER. I DON'T THINK THAT THAT SHOULD BE HELD AGAINST THEM. SO
10 I'M GOING TO ASK TO CONTINUE THIS FOR 60 DAYS AND I HOPE THAT
11 WE CAN HAVE A CHANCE TO WORK ON THIS. BUT I THANK EVERYONE WHO
12 HAS APPEARED BUT, UNFORTUNATELY, WE DON'T HAVE A FULL BOARD
13 TODAY AND, IN A COUPLE MONTHS, WE SHOULD BE ABLE TO PUT
14 SOMETHING TOGETHER.

15

16 **SUP. ANTONOVICH, MAYOR:** SO YOU'RE SAYING CLOSE THE HEARING?

17

18 **SUP. BURKE:** CLOSE THE HEARING, YES.

19

20 **SUP. ANTONOVICH, MAYOR:** SO THAT WHEN IT COMES BACK IN 60
21 DAYS...

22

23 **SUP. BURKE:** WE WOULD NOT HAVE A REHEARING ON THIS BECAUSE
24 EVERYONE'S HAD AN OPPORTUNITY TO SPEAK BUT WE WOULD HAVE A
25 CHANCE TO CONSIDER ANY CHANGES AND AMENDMENTS.



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1

2 **RAYMOND G. FORTNER, JR.:** MR. MAYOR AND MEMBERS OF THE BOARD,
3 BECAUSE THIS IS NOT A NOTICED PUBLIC HEARING IN THAT SENSE,
4 THE AGENDA ITEM WOULD BE AVAILABLE FOR PEOPLE TO SIGN UP UNDER
5 THE BROWN ACT. YOU COULD LIMIT THEIR TESTIMONY.

6

7 **SUP. BURKE:** WE CAN LIMIT THE TIME OF TESTIMONY, THOUGH.

8

9 **RAYMOND G. FORTNER, JR.:** YES, THAT'S CORRECT.

10

11 **SUP. BURKE:** I WOULD SAY THAT, IF WE COME BACK, WE WOULD LIMIT
12 THE TESTIMONY TO ONE HOUR.

13

14 **SUP. ANTONOVICH, MAYOR:** WE HAVE A MOTION BY BURKE. SECONDED
15 BY...

16

17 **SUP. BURKE:** YAROSLAVSKY.

18

19 **SUP. ANTONOVICH, MAYOR:** YAROSLAVSKY. WITHOUT OBJECTION, SO
20 ORDERED. SUPERVISOR BURKE.

21

22 **SUP. BURKE:** ALL RIGHT. I HAVE ANOTHER MOTION THAT, FOR NEXT
23 WEEK, FOR THE 5TH OF DECEMBER. IN APRIL 1999, WE SUCCESSFULLY
24 INTRODUCED A BOARD MOTION TO ESTABLISH THE ORIGINAL LIVING
25 WAGE ORDINANCE TO THE COUNTY-- FOR THE COUNTY OF LOS ANGELES.



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1 THE IMPACT OF THIS POLICY ON LIVES OF COUNTLESS EMPLOYEES
2 THROUGHOUT THE COUNTY HAS BEEN EXTREMELY POSITIVE AND THE
3 ORDINANCE HAS BEEN WELL RECEIVED BY BUSINESSES AND LABOR
4 UNIONS ALIKE. MORE RECENTLY, ON SEPTEMBER 26TH, ANOTHER MOTION
5 WAS INTRODUCED DIRECTING THE C.A.O. AND SEVERAL KEY
6 DEPARTMENTS TO EVALUATE THE OUTDATED RATE STRUCTURE AND WHAT
7 THIS MOTION WILL DO IS TO ADOPT PROPOSED UPDATES TO THE RATE
8 STRUCTURE FOR LIVING WAGE AND ALSO A HOUSEKEEPING AMENDMENT TO
9 THE LIVING WAGE, AS WELL AS LOOKING AT SOME METHOD OF HAVING
10 ANNUAL REVIEW OF THE LIVING WAGE AND THE RATES. THIS IS FOR--
11 PUT ON THE AGENDA FOR DECEMBER 5TH.

12

13 **SUP. ANTONOVICH, MAYOR:** ANY OTHER ITEMS?

14

15 **SUP. BURKE:** I'LL CALL ITEM 20.

16

17 **SUP. ANTONOVICH, MAYOR:** ITEM 20? OKAY. WE HAVE PETER BAXTER
18 AND MERCEDES RIVERA.

19

20 **SUP. BURKE:** I'LL BE RIGHT BACK.

21

22 **SUP. ANTONOVICH, MAYOR:** ALFONSE MUST WEIGH 20 POUNDS. I ALMOST
23 DIDN'T RECOGNIZE HIM. HE IS REALLY JUST A SKELETON. GOD BLESS
24 HIM. IT'S BEEN TWO YEARS. GOOD AFTERNOON.

25



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1 **PETER BAXTER:** GOOD AFTERNOON, SIR. DID YOU WANT TO HEAR FROM
2 MISS MERCEDES FIRST?

3

4 **SUP. ANTONOVICH, MAYOR:** OKAY.

5

6 **MERCEDES RIVERA:** GOOD AFTERNOON. MY NAME IS MERCEDES RIVERA. I
7 LIVE IN LOS ANGELES. THANK YOU, SUPERVISOR MOLINA, FOR...

8

9 **SUP. ANTONOVICH, MAYOR:** PULL THE MICROPHONE UP OR DOWN SO YOU
10 CAN SPEAK RIGHT INTO IT, PLEASE.

11

12 **MERCEDES RIVERA:** THANK YOU, SUPERVISOR MOLINA, FOR TWO LETTERS
13 SHOWING THE CURRENT POSITION OF THE FIRE CHIEF ON THE
14 <INAUDIBLE> OF PUTTING OUT FIRES BY DENYING THE FIRE OXYGEN.
15 THANK YOU, SUPERVISORS.

16

17 **PETER BAXTER:** MR. CHAIRMAN, MEMBERS OF YOUR HONORABLE BOARD,
18 MR. JANSSEN, LADIES AND GENTLEMEN, MY NAME IS PETER BAXTER AND
19 I LIVE IN LOS ANGELES. IT IS RESPECTFULLY SUBMITTED THAT THE
20 FIRST TIME AND ONLY TIME I ATTENDED A PUBLIC HEARING CONDUCTED
21 WITH THE CORONER-- CORONER'S DEPARTMENT WAS THE HEARING ON THE
22 CRASH OF TWO AIRCRAFT AT LOS ANGELES INTERNATIONAL AIRPORT
23 SOME YEARS AGO. THIS CRASH RESULTED IN THE DEATH-- IN DEATHS,
24 AMONG OTHER REASONS, FROM SMOKE INHALATION, JUST LIKE THE
25 SMOKE INHALATION DEATHS ON 9/11. THE CORONER SHOWED A PHOTO OF



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1 A PASSENGER WHO DIED OF SMOKE INHALATION. THE VICTIM LOOKED AS
2 IF HE WAS ASLEEP. HE LOOKED PERFECT. HIS BODY HAD NOT BEEN
3 HARMED BY THE CRASH BUT HE HAD BEEN KILLED BY THE SMOKE
4 INHALATION. AS IN-- AS ON 9/11, NO ADVANCE IN MEETING SMOKE
5 INHALATION HAS BEEN MADE, TO MY KNOWLEDGE. WHAT STRUCK ME AT
6 THAT PARTICULAR HEARING WAS THE TEAM SPIRIT DISPLAYED BY THE
7 DEPARTMENT OF THE CORONER, THE FIRE DEPARTMENT JUST COULD NOT
8 HAVE DONE A BETTER JOB, ACCORDING TO THE CORONER. NOW, IF THE
9 CORONER IS WILLING TO DO THAT, HE CAN GO BACK AND LOOK AT THAT
10 PARTICULAR HEARING AND CHECK IT OUT. NOTHING HAS BEEN DONE
11 ABOUT SMOKE INHALATION AND SMOKE INHALATION IS EASILY TAKEN
12 CARE OF BY DENYING THE FIRE LOCATION OXYGEN. WHEN I LEFT THAT
13 PARTICULAR HEARING, I WAS DOWN THERE LOOKING FOR MY THREE
14 MINUTES UNDER THE BROWN ACT AND THEY SAID, WELL, WE'RE VERY
15 SORRY, WHEN IT CAME TO THE CONCLUSION OF THE MEETING, WE CAN'T
16 HAVE PUBLIC HEARING BECAUSE WE RENTED THIS PARTICULAR
17 ACCOMMODATION UNTIL NOON AND IT'S NOW NOON, SO WE ALL HAVE TO
18 GO. HOWEVER, AS A CONSOLATION, YOU CAN GO OVER AND TALK TO THE
19 SENIOR OFFICERS AND ASK MANY QUESTIONS. SO HERE I AM, I'M
20 GETTING MY THREE MINUTES OF BROWN ACT HEARING ON THAT
21 PARTICULAR FIRE SEVERAL YEARS LATER, ALL OF WHICH IS
22 RESPECTFULLY SUBMITTED AND I THANK YOU, MR. CHAIRMAN.
23
24 **SUP. ANTONOVICH, MAYOR:** THANK YOU. SUPERVISOR BURKE MOVES.
25 SECONDED. WITHOUT OBJECTION, SO ORDERED.



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1

2 **SUP. BURKE:** ITEM 37.

3

4 **SUP. ANTONOVICH, MAYOR:** 37. OKAY. WE HAVE DR. CLAVREUL AND
5 ALSO DO YOU WANT TO DO S-1, TOO, DR. CLAVREUL?

6

7 **DR. GENEVIEVE CLAVREUL:** GOOD AFTERNOON, BOARD OF SUPERVISORS.
8 MY NAME IS DR. GENEVIEVE CLAVREUL. ON S-1, HOW COME I'M NOT
9 SURPRISED? WE NEITHER HAVE ANY BUDGET OR ITEM OF RESEARCH DONE
10 ON TIME. SO MUCH FOR THE EFFICIENCY OF DR. CHERNOF. OF COURSE,
11 IT'S DIFFICULT TO GIVE A BUDGET ON TIME WHEN WE DON'T KNOW
12 WHAT THE BUDGET IS ALL ABOUT. ON ITEM 37, I HAVE THE SUPPORT
13 DOCUMENTS AND I AM KIND OF CONCERNED BECAUSE YOU HAVE TWO
14 SCHEDULE 5S AND TWO SCHEDULE 5-A WHICH TOTALLY CONTRADICT A
15 FIGURE. ONE OF THEM IS FOR ALTAMED SHOWING SALARY OF \$124,000
16 PLUS, THEN YOU HAVE SCHEDULE A SHOWING SALARY FOR 31,000 FOR
17 ALSO ALTAMED. I THINK THAT'S A MISTAKE IN THE FULLY REFLECT
18 PALM RESIDENTIAL BUT BEFORE YOUR SCHEDULE 5 AND 5-A SHOW PALMS
19 RESIDENTIAL WITH ZERO SALARY, ZERO EMPLOYEE BENEFITS, SO I
20 THINK IT'S SOMETHING WRONG IN THAT PICTURE. I WOULD LIKE TO
21 HAVE THE ACTUAL BUDGET AND I'M GIVEN TO THOSE TWO
22 ORGANIZATIONS, SO ANYBODY WHO CAN ANSWER MY QUESTIONS?

23

24 **SUP. ANTONOVICH, MAYOR:** MR. JANSSEN?

25



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1 **DR. GENEVIEVE CLAVREUL:** I MEAN, WE'RE TALKING ABOUT A GRANT OF
2 OVER \$200,000 SO I THINK IT WOULD BE KIND OF NICE TO HAVE AN
3 ACTUAL FIGURE. AND WHY ARE THEY GRANTED SUCH AMOUNT? IT'S SUCH
4 A DISPARITY BETWEEN THE FIGURE OVER ALTAMED AND PALM.

5

6 **SUP. ANTONOVICH, MAYOR:** DO YOU WANT TO...

7

8 **MARIO PEREZ:** GOOD AFTERNOON, BOARD. MARIO PEREZ, DIRECTOR OF
9 THE OFFICE OF AIDS PROGRAMS AND POLICY. ACTUALLY, THERE ARE
10 TWO DIFFERENT SCHEDULES FOR THESE TWO CONTRACTS. ONE SCHEDULE
11 IS BEING SUPPORTED THROUGH OUR C.D.C. COOPERATIVE AGREEMENT
12 AND THE SMALLER SCHEDULE, THE 5-A THAT WAS REFERENCED, IS
13 BEING SUPPORTED BY OUR N.C.C. RESOURCES FOR H.I.V./A.I.D.S.
14 NOW, THE TOTAL SALARY COST TIED TO THESE INITIATIVES ARE
15 191,410 FOR PALMS AND 198,766 FOR ALTAMED. THE DIFFERENCE IN
16 HOW THE SCHEDULES ARE PRESENTED IS ONE PROVIDER RELIES MORE ON
17 CONSULTANTS TO STAFF THE C.D.I.-RELATED ACTIVITIES WHILE
18 ANOTHER RELIES MORE ON FULL-TIME STAFF THAT ARE SALARIED AT
19 THE AGENCY TO SUPPORT C.D.I. ACTIVITIES SO THAT'S WHY THERE'S
20 THAT DIFFERENCE. COMPARATIVELY, ONE PROVIDER INVESTS ABOUT 71%
21 OF THE AWARD ON STAFFING, THE OTHER ABOUT 73% ON STAFFING.
22 DOES THAT ANSWER THE QUESTION?

23

24 **SUP. ANTONOVICH, MAYOR:** THIS ITEM IS TO BE CONTINUED, AS WAS
25 STATED. OH, OKAY.



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1

2 **SUP. BURKE:** I'LL MOVE IT.

3

4 **SUP. ANTONOVICH, MAYOR:** OKAY. SO WE HAVE A MOTION BY BURKE,
5 THEN. SECONDED. WITHOUT OBJECTION, SO ORDERED

6

7 **CLERK SACHI HAMAI:** AND THAT WAS FOR ITEM 37 ON S-1, WE ARE
8 CONTINUING THREE WEEKS TO DECEMBER 12TH?

9

10 **SUP. ANTONOVICH, MAYOR:** YES.

11

12 **CLERK SACHI HAMAI:** OKAY.

13

14 **DR. GENEVIEVE CLAVREUL:** I WOULD LIKE TO HAVE IN WRITING THE
15 STATEMENT JUST MADE NOW ABOUT THE WAY THE MONEY IS PORTIONED.

16

17 **SUP. BURKE:** AND ITEM 74?

18

19 **DR. GENEVIEVE CLAVREUL:** THAT SHOULD BE REFLECTIVE ON THE ITEM.

20

21 **SUP. ANTONOVICH, MAYOR:** OKAY. 74. BY DR. CHERNOF. WHILE
22 THEY'RE COMING, DR. CHERNOF IS COMING UP, I'D LIKE TO MOVE
23 THAT WE ADJOURN IN THE MEMORY OF MAXINE DAWE, WHO WAS AN
24 EDUCATOR IN THE GLENDALE PUBLIC SCHOOL SYSTEM FOR THE PAST 30
25 YEARS. SHE WAS ACTIVE IN THE COMMUNITY PARTICIPATING IN A



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1 NUMBER OF ACTIVITIES AT ST. MARK'S EPISCOPAL CHURCH. SHE
2 LEAVES HER HUSBAND, RUSSELL, AND HER TWO CHILDREN, RUSTY AND
3 SUSAN AND GRANDCHILDREN. SECONDED BY BURKE. WITHOUT OBJECTION,
4 SO ORDERED.

5

6 **SUP. BURKE:** I'D LIKE TO ADD ANOTHER ADJOURNMENT, IF I MIGHT.
7 HOLLY M. EMERSON AND SHE'S SURVIVED BY HER BROTHER, VINCENT--
8 NO, I'M SORRY. HER NAME IS EMERSON BUT I HAVE TO GET THE FIRST
9 NAME BUT HER DAUGHTER IS HOLLY EMERSON. HER BROTHER, VINCENT,
10 AND SISTER, HOLLY.

11

12 **SUP. ANTONOVICH, MAYOR:** MOTION TO ADJOURN IN THE MEMORY OF MS.
13 EMERSON BY BURKE. SECONDED. WITHOUT OBJECTION, SO ORDERED.
14 THANK YOU. DR. CHERNOF.

15

16 **DR. BRUCE CHERNOF:** MAYOR, SUPERVISORS, I JUST WANTED TO GIVE
17 YOU A BRIEF UPDATE ON WHERE WE ARE WITH RESPECT TO THE
18 IMPLEMENTATION OF THE METROCARE PLAN. TODAY WE ARE DUE BACK IN
19 FRONT OF YOU WITH A FISCAL UPDATE WHICH WE RELEASED YESTERDAY,
20 AND GARY WELLS WILL BE GLAD TO ANSWER ANY QUESTIONS BEYOND MY
21 BRIEF UPDATE THAT YOU MIGHT HAVE. I THINK THE KEY THING FOR
22 YOU TO UNDERSTAND ABOUT THE FISCAL UPDATE IS THAT IT IS STILL
23 A WORK IN PROGRESS AND THERE ARE SEVERAL PROGRAMMATIC ELEMENTS
24 THAT ARE STILL UNDER DEVELOPMENT. COST OF CONTRACT LABOR AND
25 TEMPORARY OUTSOURCING OF PATIENTS TO PRIVATE SECTORS ARE STILL



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1 UNKNOWN AT THIS POINT BUT WILL BECOME, I THINK, CLEAR OVER THE
2 NEXT COUPLE OF WEEKS. WE WILL BE ABLE TO PROVIDE ADDITIONAL
3 INFORMATION TO YOU ON THOSE AREAS VERY SOON. BASED ON OUR WORK
4 OVER THE LAST 30 DAYS, OUR UPDATED NET COST BEYOND K.D.M.C.'S
5 FISCAL-- OUR LAST FISCAL OUTLOOK UPDATE ARE THAT WE CAN NOW
6 ESTIMATE A COST OF APPROXIMATELY 24.5 MILLION DOLLARS IN THE
7 '06/'07 YEAR. WE CAN ESTIMATE A COST OF APPROXIMATELY 38.4
8 MILLION DOLLARS IN THE '07/'08 YEAR, WHICH IS UP SLIGHTLY FROM
9 THE FORECAST OF 30 DAYS AGO. AND WE CAN FORECAST IN THE
10 '08/'09 YEAR A COST OF ABOUT \$18.1 MILLION, WHICH IS DOWN FROM
11 33.7 IN OUR LAST ESTIMATE AND THIS WORK COMES FROM HAVING A
12 BETTER UNDERSTANDING OF SOME OF THE STAFFING AND RESOURCE
13 NEEDS AT THE FACILITY. WE NOW EXPECT THAT EXCESS M.L.K. HARBOR
14 EMPLOYEES ARE ANTICIPATED TO BE PLACED IN OTHER COUNTY JOBS OR
15 WILL HAVE LEFT FOR OTHER JOBS OR TAKEN OTHER KINDS OF
16 POSITIONS OR BE OTHERWISE MITIGATED THROUGH JUST ATTRITION
17 WITHIN-- NATURAL ATTRITION WITHIN THE DEPARTMENT BY THE END OF
18 '08/'09. WITH RESPECT TO THE EFFECTIVE LOSS OF RESIDENTS, AS
19 DREW UNIVERSITY COMPLETES ITS WORK WITH RESPECT TO ITS
20 WITHDRAWAL FROM A.C.G.M.E. ACCREDITATION, WE ARE UNDER THE
21 UNDERSTANDING THAT THEY HAVE COMPLETED THE PLACEMENT OF THEIR
22 RESIDENTS AT OUTSIDE HOSPITALS FOR THEIR INPATIENT TRAINING
23 AND THE DEPARTMENT HAS DEVELOPED CONTINGENCY PLANS TO
24 TRANSITION INPATIENT CARE TO A NONTEACHING MODEL MORE QUICKLY
25 THAN ANTICIPATED IN THE METROCARE PLAN. AS A RESULT OF THIS



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1 AND OTHER EFFORTS, THE CHANGES IN THE CURRENT BEDS AT THE
2 M.L.K. HARBOR HOSPITAL ARE AS FOLLOWS, EFFECTIVE MONDAY,
3 YESTERDAY, NOVEMBER 20TH, THE N.I.C.U. INPATIENT PEDIATRICS
4 AND HIGH RISK OBSTETRICS PROGRAMS WERE CLOSED TO NEW
5 ADMISSIONS. IF ANY PATIENTS ARE STILL ON THESE INPATIENT
6 SERVICES ON MONDAY, NOVEMBER 27TH, THEY'LL BE PHYSICALLY
7 TRANSFERRED TO HARBOR REGIONAL MEDICAL CENTER OR ANOTHER
8 APPROPRIATE FACILITY WITHIN OUR SYSTEM IF CLINICAL NEEDS
9 DICTATE. WE HAVE TAKEN ADDITIONAL STEPS TO DECOMPRESS THE
10 NUMBER OF ADULT MEDICAL SURGICAL PATIENTS, REDUCING 32 BEDS BY
11 CLOSING UNIT 3-C. WE'VE UTILIZED ADDITIONAL BEDS IN OUR SYSTEM
12 TO MITIGATE THIS TRANSITION AS WE MOVE FORWARD TO THE 12/1
13 DATE WHEN RESIDENTS WILL LEAVE. AS FAR AS THE CONTRACTING
14 EFFORTS GO, FOR SERVICES AS OUTLINED IN THE METROCARE PLAN,
15 THE DEPARTMENT HAS MOVED RAPIDLY TO COMPLETE REQUESTS FOR
16 INFORMATION FOR A VARIETY OF CORE SERVICES NEEDED FOR THE NEW
17 M.L.K. HARBOR HOSPITAL. R.F.I.S HAVE CLOSED FOR EMERGENCY
18 DEPARTMENT PHYSICIAN SERVICES, HOSPITAL INTENSIVIST PHYSICIAN
19 SERVICES, TEMPORARY TRANSITIONAL BEDS AND PRIVATE SECTOR
20 HOSPITALS WITHIN A 12 MILE RADIUS AND ADDITIONAL AMBULANCE
21 SERVICES THAT WILL BE AVAILABLE ON SITE. THESE AMBULANCE
22 SERVICES WILL BE IMPORTANT IN KEEPING THE EMERGENCY DEPARTMENT
23 FROM GETTING OVERCROWDED. ALL THE R.F.I.S HAVE ALL GENERATED
24 GOOD RESPONSES AND WE ARE WORKING EXPEDITIOUSLY TO BRING YOUR
25 BOARD PROPOSED CONTRACTS FOR A START DATE ON DECEMBER 1ST OR



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1 SHORTLY THEREAFTER. WE ARE IN THE PROCESS OF ADJUSTING
2 OUTPATIENT CARE TO FUNCTION IN A MODEL WITHOUT RESIDENTS.
3 CLINIC SCHEDULES ARE BEING REALIGNED TO ACCOMMODATE PATIENT
4 NEEDS AND PHYSICIAN AVAILABILITY. WE HAVE TAKEN THE 2-TRACK
5 APPROACH TO THIS WORK. TEMPLATES ARE BEING SET UP TO
6 ACCOMMODATE ALL THE ANTICIPATED PATIENTS AND A CALL CENTER
7 WITH A TRIAGE COMPONENT IS IN THE WORKS AND IS SCHEDULED TO BE
8 UP AND RUNNING BY DECEMBER 1ST. FOR THOSE CLINICS REQUIRING
9 RESCHEDULING PATIENT CONTACTS BEGAN ACTUALLY AS OF MONDAY,
10 NOVEMBER 20TH, YESTERDAY, BY LETTER AND/OR BY TELEPHONE AND WE
11 WILL BE WORKING EXPEDITIOUSLY FOR THOSE CLINICS THAT NEED A
12 TRANSITION BECAUSE OF THE LOSS OF RESIDENTS. A GENERAL LETTER
13 WILL BE SENT TO CLINIC PATIENTS-- A GENERAL LETTER WILL BE
14 AVAILABLE AND GIVEN TO CLINIC PATIENTS AND THAT DISTRIBUTION
15 WILL BE DONE NEXT TUESDAY, THE 21ST-- 27TH, PARDON ME. WE WILL
16 BE PRODUCING REGULAR INFORMATION, NEWSLETTERS TO UPDATE
17 PATIENTS AND COMMUNITY MEMBERS ABOUT THE CHANGES THAT WILL
18 TAKE PLACE IN THE OUTPATIENT PROGRAM AS WELL AS THE HOSPITAL.
19 KIND OF BUILDING ON THAT, D.H.S. IS WORKING TO ESTABLISH A 2-
20 1-1 PRESENCE FOR THE NEW M.L.K. HARBOR ON THE COUNTY INFOLINE
21 WHICH WILL HAVE INFORMATION AVAILABLE 24 HOURS A DAY, SEVEN
22 DAYS A WEEK. AS YOU ALL KNOW, THE 2-1-1 LINE IS MULTILINGUAL.
23 IT ALSO HAS AN OPTION TO TRANSFER INQUIRIES DIRECTLY TO M.L.K.
24 HARBOR AFTER SCREENING THE CALLER'S LANGUAGE. THE CALL CENTER
25 AT THE M.L.K. HARBOR SITE WILL BE STAFFED BY OUR CURRENT



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1 APPOINTMENT CENTER PERSONNEL AND CUSTOMER SERVICE
2 REPRESENTATIVES. WE WILL BE IMPLEMENTING THAT ON OR BEFORE
3 DECEMBER 1ST AND WE WILL BE PLANNING HOURS OF OPERATION
4 INITIALLY THAT WILL BE 8:00 TO 8:00 AND BILINGUAL ON THE
5 HOSPITAL SITE. OUR TRANSPORTATION PLANS ARE STILL EVOLVING AND
6 WE'RE WORKING QUICKLY ON THOSE. STARTING NOVEMBER 1ST, THE
7 DEPARTMENT WILL BEGIN VAN TRANSPORTATION MONDAY THROUGH
8 FRIDAY, 8:00 TO 4:00 BETWEEN M.L.K. HARBOR AND HARBOR REGIONAL
9 MEDICAL CENTER TO TRANSPORT PATIENTS AND FAMILIES FOR CLINICAL
10 APPOINTMENTS AND OTHER CLINICAL NEEDS. THIS WILL BE
11 SUPPLEMENTED WITH CAB VOUCHERS FOR EXTRAORDINARY SITUATIONS
12 AND WE ARE LOOKING AT A WIDE VARIETY OF OTHER TRANSPORTATION
13 OPTIONS AND WE'LL BE ADDING RESOURCES IN THE WEEKS TO COME. I
14 WANTED TO GIVE YOU A BRIEF UPDATE...

15

16 **SUP. KNABE:** COULD I JUST INTERRUPT? PLANNED HOURS OF OPERATION
17 8:00 TO 8:00 BUT TRANSPORTATION 8:00 TO 4:00?

18

19 **DR. BRUCE CHERNOF:** 8:00 TO 8:00 FOR THE ON-SITE LIVE CUSTOMER
20 SERVICE INDIVIDUALS REGARDING CLINIC APPOINTMENTS.
21 TRANSPORTATION WILL BEGIN 8:00 TO 4:00 BECAUSE THAT'S
22 CONSISTENT WITH THE APPOINTMENT SCHEDULES WE HAVE CURRENTLY.
23 STATE AND FEDERAL ISSUES, AS YOUR BOARD KNOWS, THE STATE
24 ISSUED A REQUIRED-BY-LAW LETTER TO THE DEPARTMENT WHICH
25 INDICATED THAT, IF C.M.S. DOES NOT FORMALLY EXTEND THE



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1 TERMINATION, THAT THEY WOULD HAVE TO CUT MEDICAID FUNDING TO
2 THE HOSPITAL EFFECTIVE THE END OF THIS MONTH. I HAVE HEARD
3 FROM C.M.S. TODAY, THIS MORNING, THAT WE EXPECT THEIR LETTER
4 WITH THE EXTENSION LATER ON IN THIS BUSINESS DAY AND THE STATE
5 LETTER CLEARLY STATED THAT AN EXTENSION FROM C.M.S. WOULD
6 RESULT IN THEIR CONTINUING MEDICAID FUNDING, SO WE DO NOT
7 BELIEVE THAT THAT WILL BE AN ISSUE BUT WE ARE WAITING FOR THAT
8 FINAL RESPONSE FROM C.M.S. THE DEPARTMENT, C.M.S. AND THE
9 STATE DEPARTMENT OF HEALTH SERVICES LICENSING BRANCH MEET
10 WEEKLY AND WE DISCUSS ISSUES RELATED TO THE K.D.M.C.
11 TRANSFORMATION, THE BUILDING OF THE NEW M.L.K. HARBOR HOSPITAL
12 AND THE IMPLEMENTATION OF METRO CARE OVERALL AND WE CONTINUE
13 TO ENJOY REALLY THE FULL COOPERATION OF ALL OF THESE ENTITIES.
14 IT'S BEEN VERY, VERY IMPORTANT IN BRINGING UP THE NEW
15 FACILITY. JUST TO GIVE YOU AN EXAMPLE, STATE LICENSING HAS
16 COME OUT AND LOOKED AT THE NEW BEDS AT HARBOR THAT WE'RE
17 BRINGING UP WITH RESPECT TO N.I.C.U. AND PEDIATRICS. THEY DID
18 THAT LAST WEEK. THEY ACTUALLY CHANGED THEIR PLANS FOR THIS
19 SHORT WEEK TO BE AVAILABLE TO RANCHO TODAY TO REVIEW THE NEW
20 BEDS WE'RE BRINGING UP AT RANCHO AND THEY'VE BEEN VERY, VERY
21 COOPERATIVE IN HELPING US GET THESE CHANGES IMPLEMENTED ON AN
22 EXPEDITED TIME FRAME GIVEN THE CHANGES THAT WE EXPECT WITH THE
23 LOSS OF RESIDENTS. SO, IN SUMMARY, WE CONTINUE TO MAKE
24 PROGRESS IN OUR GOAL OF PRESERVING INPATIENT SERVICES AT THE
25 CURRENT K.D.M.C. NOW M.L.K. HARBOR LOCATION DESPITE THE



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1 UNEXPECTED LOSS OF RESIDENT PHYSICIAN COVERAGE. OUR
2 DEPARTMENT'S COMMITMENT TO THE BOARD AND TO THE COMMUNITY IS
3 TO MAINTAIN A SAFE OPERATION FOR OUR PATIENTS. WE'VE
4 IMPLEMENTED A PROGRAM OF DAILY MONITORING, REVIEWS OF ALL
5 UNUSUAL INCIDENTS AND HAVE APPOINTED A DEPARTMENT COMPLIANCE
6 OFFICER WHOSE ROLE IS TO EVALUATE CONDITIONS AT K.D.M.C. AND
7 REPORT TO THE DIRECTOR HER FINDINGS AS WELL AS TO ANTOINETTE.
8 AS I HAVE REPEATEDLY INFORMED YOUR BOARD, IF THERE IS ANY
9 REASON TO BE CONCERNED ABOUT PATIENT SAFETY, THE DEPARTMENT
10 WILL TAKE ALL NECESSARY ACTIONS TO ADDRESS THOSE CONCERNS. OUR
11 ENTIRE DEPARTMENT, THE C.A.O., D.H.R. AND COUNTY COUNSEL HAVE
12 STEPPED UP TO AN ENORMOUS CHALLENGE OF REINVENTING M.L.K.
13 HARBOR HOSPITAL INTO A WELL RUN COMMUNITY HOSPITAL THAT WILL
14 MEET NATIONAL STANDARDS AND I APPRECIATE EACH AND EVERY PERSON
15 WHO HAS WORKED TIRELESSLY TO MAKE THIS POSSIBLE. I'LL BE GLAD
16 TO ENTERTAIN ANY QUESTIONS.

17

18 **SUP. ANTONOVICH, MAYOR:** NO QUESTIONS? OKAY.

19

20 **DR. BRUCE CHERNOF:** THANK YOU VERY MUCH.

21

22 **SUP. ANTONOVICH, MAYOR:** DR. GENEVIEVE CLAVREUL?

23

24 **DR. GENEVIEVE CLAVREUL:** GOOD AFTERNOON AGAIN. DR. GENEVIEVE
25 CLAVREUL. FIRST, I'M ALWAYS CONCERNED THAT WE CAN NEVER GET A



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1 COPY OF THE REPORT BEFORE IT'S PRESENTED, AND I WOULD LIKE A
2 COPY OF THAT REPORT THAT WAS JUST PRESENTED NOW. THE PUBLIC
3 HAS THE RIGHT, ACTUALLY, TO REVIEW THE REPORT BEFORE THE TIME
4 IT IS PRESENTED. I THINK THERE'S SO MANY UNANSWERED QUESTIONS
5 AND ESPECIALLY WHEN I LOOK AT THE ARTICLE IN THE L.A. TIMES
6 TODAY, SAYING THAT WE WENT FROM A 65 MILLION PROJECT NOW TO 81
7 MILLION. I MEAN, THAT'S A HUGE JUMP. PERSONALLY, MYSELF, I
8 WOULD LIKE TO SEE A REAL BUDGET, A REAL BUDGET WITH VERY
9 SPECIFIED LINE ITEMS. I MEAN, WE'RE THROWING FIGURE OF
10 MILLIONS OF DOLLARS LIKE, YOU KNOW, THERE IS NO TOMORROW. AND
11 I THINK IT'S BECAUSE THE PLAN HAS NOT BEEN REALLY THOUGHT
12 THROUGH BECAUSE, IF HE HAD, WE WOULD NOT HAVE A DIVERGENCE OF
13 \$20 BILLION. THAT'S A HUGE DISPARITY. ANYWAY, YOU KNOW HOW I
14 FEEL ABOUT MISS EPPS BEING IN CHARGE OF THAT...

15

16 **SUP. ANTONOVICH, MAYOR:** ONE MOMENT. AMY HALL, AS WELL. OKAY.
17 CONTINUE.

18

19 **DR. GENEVIEVE CLAVREUL:** ANYWAY, YOU KNOW HOW I FEEL ABOUT MS.
20 EPPS BEING KEPT AS RUNNING THE NEW SMALLER HOSPITAL. ONLY IN
21 L.A. COUNTY DO WE REWARD SOMEBODY WHO HAS FAILED BY GIVING
22 THEM THE POSITION AGAIN AND WE HAVE A DIRECTOR OF HEALTH
23 SAYING THEY HAVE SUCH A VISION AND, I MEAN, I CANNOT BELIEVE
24 THE WORDS I'M READING IN THE PAPER. I MEAN, IT'S UNBELIEVABLE.
25 I'M JUST WONDERING, YOU KNOW, IF YOU ARE ALL IN A STRETCH OF,



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1 YOU KNOW, CRAZINESS TO ACCEPT THOSE KINDS OF STATEMENTS AND
2 TODAY WHEN HE PRESENTED HIS REPORT, NOT ONE OF YOU ASKS A
3 QUESTION. IT'S SCARY. OUR HEALTH SYSTEM IS IN YOUR HANDS AND I
4 THINK, YOU KNOW, WE NEED THE HEALTH AUTHORITY BECAUSE YOU ARE
5 NOT DOING YOUR JOB. WHEN IT COMES TO HEALTH, AND THAT'S THE
6 ONLY ITEMS I EVER TALK ABOUT, YOU LACK OF PROFOUND KNOWLEDGE
7 AND UNDERSTANDING AND, FOR YOUR INFORMATION, THIS IS A LETTER
8 WHICH WENT TO THE L.A. TIMES ON MY INTERPRETATION OF YOUR
9 KNOWLEDGE AND, BACK IN SEPTEMBER 2004, I WROTE AN ARTICLE FOR
10 PUBLICATION, HOW TO TEAR DOWN A HOSPITAL IN 10 EASY STEPS.
11 THAT WAS WRITTEN IN SEPTEMBER 2004. IN NOVEMBER, 2006, THE
12 SAME THING IS HAPPENING. I ONLY HAD ONE COPY OF THAT, SO IF...

13

14 **SUP. ANTONOVICH, MAYOR:** THANK YOU. MISS HALL.

15

16 **AMY HALL:** GOOD AFTERNOON, SUPERVISORS. MY NAME IS AMY HALL AND
17 I AM THE CALIFORNIA AREA DIRECTOR FOR THE 1,600 INTERNS AND
18 RESIDENT PHYSICIANS HERE IN L.A. COUNTY AT HARBOR-U.C.L.A.
19 MEDICAL CENTER, L.A. COUNTY U.S.C. AND KING/DREW MEDICAL
20 CENTER. I AM HERE TODAY WITH EIGHT OF THE RESIDENT PHYSICIANS
21 AT KING/DREW. THEY'RE HERE AS WELL TO TESTIFY ON BEHALF OF THE
22 RESIDENT PLACEMENT PROJECT. WE ARE WORKING VERY HARD ON-- WITH
23 THE COUNTY TO PLACE THE RESIDENTS. WE ARE FACING 171 THAT WILL
24 NEED PLACEMENT AFTER JUNE 30TH, 2007. I'D LIKE TO GIVE YOU A
25 TIME LINE OF EVENTS OVER THE PAST FEW WEEKS TO PLACE THE



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1 KING/DREW RESIDENT PHYSICIANS. ON NOVEMBER 1ST, 2006, THE
2 GRADUATE MEDICAL EDUCATION COMMITTEE FOR KING/DREW VOTED TO
3 VOLUNTARILY WITHDRAW FROM THE A.C.G.M.E. EFFECTIVE JUNE 30TH,
4 2007. THIS DECISION REALLY IMPACTED THE TIMELINE AND SPED
5 EVERYTHING UP BECAUSE THAT MEANT WE WOULD NO LONGER HAVE ANY
6 RESIDENTS AFFILIATED WITH DREW. PRIOR TO THIS EVENT THAT
7 HAPPENED ON NOVEMBER 1ST, WE DID IN FACT, I THINK WE'D KEEP
8 ABOUT SIX OF THE RESIDENCY TRAINING PROGRAMS AS DREW
9 RESIDENTS. ON NOVEMBER 3RD, WE MET WITH DR. CHERNOF. AGAIN WE
10 MET NOVEMBER 8TH, 9TH AND 14TH WITH C.A.O. OFFICE OFFICIALS TO
11 TRY AND FIND A FAIR SOLUTION TO THE RESIDENTS THAT NEEDED
12 PLACEMENT. HOWEVER, WE ARE APPROACHING A DEADLINE OF DECEMBER
13 1ST WHEN ALL KING/DREW RESIDENTS ARE REQUIRED BY THE
14 A.C.G.M.E. TO CONTINUE TO TRAIN WITHIN THE COMMUNITY OF LOS
15 ANGELES BUT THEY HAVE TO BE OUTSIDE OF THE ACTUAL KING/DREW
16 FACILITY. THIS IS AN A.C.G.M.E. REQUIREMENT AND THAT DEADLINE
17 IS LOOMING. WE ARE GOING TO MEET AGAIN TODAY WITH THE C.A.O.'S
18 OFFICE AND WE HOPE TO REACH A FAIR RESOLUTION. HOWEVER, THERE
19 ARE A FEW ISSUES ON THE TABLE WE WOULD LIKE TO SEE RESOLVED
20 BEFORE THE THANKSGIVING HOLIDAY. SO, WHEN THIS MATTER IS
21 DISCUSSED IN CLOSED SESSION AND YOU'LL HEAR TESTIMONY FROM THE
22 RESIDENTS HERE TODAY AND THE STRESS AND ANXIETY THEY HAVE
23 ABOUT THE FUTURE AND WHAT'S GOING TO HAPPEN TO THEM AFTER JUNE
24 30TH, 2007, WE WOULD LIKE YOU TO TAKE THEIR TESTIMONY INTO
25 CONSIDERATION AND REALLY THINK SERIOUSLY ABOUT IT WHEN YOU



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1 MEET IN CLOSED SESSION TODAY, AND WE WILL BE MEETING WITH THE
2 C.A.O.'S OFFICE THIS AFTERNOON AND WE'RE GOING TO WORK HARD TO
3 REACH RESOLUTION BEFORE THANKSGIVING. THANK YOU.

4

5 **SUP. YAROSLAVSKY:** WHAT ARE THOSE ISSUES THAT ARE STILL
6 OUTSTANDING?

7

8 **AMY HALL:** THERE'S A FEW ITEMS THAT A LOT OF THE ISSUES...

9

10 **SUP. YAROSLAVSKY:** JUST KIND OF JUST GO RIGHT TO THEM AND JUST
11 ENUMERATE THEM.

12

13 **AMY HALL:** YEAH, THAT'S A GREAT QUESTION. A LOT OF THIS HAS
14 BEEN PRESENTED AS A PACKAGE DEAL AND WHAT WE WOULD LIKE TO DO
15 IS TRY AND COME UP WITH A SHORT-TERM PLAN. WE JUST NEED A
16 LETTER FROM THE BOARD STATING THAT THE RESIDENTS WILL BE
17 RECEIVING-- REMAIN COUNTY WORKERS UNTIL JUNE 30TH, 2007, WHICH
18 HAS BEEN MADE A COMMITMENT BY THE DEPARTMENT OF HEALTH
19 SERVICES AND THE COUNTY.

20

21 **SUP. YAROSLAVSKY:** WHERE WAS THAT COMMITMENT MADE?

22

23 **AMY HALL:** THAT COMMITMENT HAS BEEN MADE BY DR. CHERNOF WHEN HE
24 MET WITH US AND WHEN WE MET WITH THE C.A.O.'S OFFICE.

25



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1 **SUP. YAROSLAVSKY:** IS THAT YOUR UNDERSTANDING?

2

3 **AMY HALL:** THEY WOULD CONTINUE TO BE COUNTY EMPLOYEES UNTIL
4 JUNE 30TH, 2007.

5

6 **SUP. YAROSLAVSKY:** I THINK THERE'S A MISUNDERSTANDING AND I
7 THINK MAYBE THIS IS A GOOD OPPORTUNITY TO CLARIFY THAT SO THAT
8 ALL THE RESIDENTS UNDERSTAND WHERE WE ARE. MAYBE, MR.
9 JANSSEN...

10

11 **C.A.O. JANSSEN:** CAN WE DO THE NEGOTIATIONS HERE IN PUBLIC?

12

13 **SUP. YAROSLAVSKY:** I THINK YOU MIGHT AS WELL LET THEM KNOW THAT
14 WE ARE NOT COMMITTED TO JUNE 30TH, 2007, AT THIS STAGE OF THE
15 GAME.

16

17 **C.A.O. JANSSEN:** IT IS INTENDED TO BE, OBVIOUSLY, A NEGOTIATED
18 SETTLEMENT WITH THE UNIONS AND WITH EACH OF THE RESIDENTS AND
19 THE COUNTY IS INTERESTED IN KEEPING THEM ON AS EMPLOYEES
20 THROUGH JUNE BUT AS PART OF THE PACKAGE AND THE UNION HAS NOT
21 YET ACCEPTED THE PACKAGE THAT THE COUNTY IS OFFERING. IT HAS A
22 COUPLE OF OTHER MONETARY ASPECTS TO IT, TOO. IF THERE IS NOT
23 AN AGREEMENT ON THAT PACKAGE, THEN, DECEMBER THE 1ST, THEY MAY
24 WELL BE NO LONGER COUNTY EMPLOYEES. SO MAYBE THAT HAS NOT BEEN
25 TOTALLY CLEAR BUT THAT DISCUSSION WILL BEGIN AGAIN AT 2:30 AND



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1 WE HOPE THAT WE CAN REACH A MUTUAL AGREEMENT BECAUSE WE DO
2 WANT TO BE ABLE TO PROVIDE THAT SECURITY THROUGH THE END OF
3 THIS ACADEMIC YEAR BUT IT HAS TO BE AN AGREEMENT.

4

5 **AMY HALL:** I WANT TO BE CLEAR, THOUGH, THAT EVERYONE'S
6 UNDERSTANDING IS THAT OUR MEMBERS ARE MUCH LIKE A BASEBALL
7 PLAYER, RIGHT? THEY HAVE A UNION CONTRACT, A COLLECTIVE
8 BARGAINING AGREEMENT WITH THE UNION AND IT'S A MASTER
9 AGREEMENT WITH ALL THREE FACILITIES. IN ADDITION, THEY DO SIGN
10 A ONE-YEAR CONTRACT, A INDIVIDUAL CONTRACT THAT IS WHAT WE'RE
11 DISCUSSING THAT NEEDS-- BEING HONORED UNTIL JUNE 30TH, 2007,
12 AND HOW WE FORESEE IT FOR THE NEXT REMAINING SIX MONTHS, WE'RE
13 TECHNICALLY GOING TO BE ON SOMEWHAT LIKE AN OUTSIDE ROTATION,
14 RIGHT? THEY WILL CONTINUE TO HAVE SOME LECTURE SERIES,
15 CONTINUE TO GO TO DREW FOR CERTAIN ACADEMIC COMPONENTS OR
16 MAYBE IN A DIFFERENT FACILITY, IT MAY BE ACROSS THE STREET AT
17 DREW AND NOT AT KING/DREW BUT THEY'RE STILL SEEN AS KING/DREW
18 RESIDENTS BECAUSE THE DREW AFFILIATION DOES NOT EXPIRE UNTIL
19 JUNE 30TH, 2007. THEY'LL CONTINUE-- THEY'RE GOING TO CONTINUE
20 TO BE DREW-- DREW-- DREW AFFILIATES AND ALL THE SENIORS WILL
21 GRADUATE AS DREW RESIDENTS.

22

23 **C.A.O. JANSSEN:** AND YOU JUST NEED TO UNDERSTAND THAT WE DO NOT
24 SEE IT THE WAY YOU JUST STATED IT, THAT WE HAVE TO HAVE AN



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1 AGREEMENT FOR US TO CONTINUE PAYING FOR THEIR RESIDENCY BEYOND
2 DECEMBER THE 1ST. AND THAT'S WHAT NEEDS TO HAPPEN TODAY.

3

4 **SUP. ANTONOVICH, MAYOR:** LET ME CALL KATHY OCHOA WHILE YOU'RE
5 ANSWERING THOSE QUESTIONS. GOOD MORNING-- GOOD AFTERNOON.

6

7 **KATHY OCHOA:** GOOD AFTERNOON, SUPERVISORS. KATHY OCHOA,
8 S.E.I.U. LOCAL 660. I'M HERE BEHALF OF OUR GENERAL MANAGER,
9 WHO PLACED CALLS TO MANY OF YOU, TRIED TO REACH YOU, WE SENT A
10 COUPLE OF EMAILS OUT TO YOUR HEALTH DEPUTIES ABOUT THIS VERY
11 CRITICAL ISSUE THAT AFFECTS OUR SISTER UNION, THE INTERNS AND
12 RESIDENTS OF S.E.I.U., PARTICULARLY THOSE WHO ARE ENDING THEIR
13 KING/DREW TRAINING NEXT WEEK. THIS IS THE MESSAGE THAT ANNELLE
14 ASKED ME TO SEND TO YOU AND THAT IS THAT THERE ARE A COUPLE OF
15 UNRESOLVED ISSUES ON THE TABLE. NUMBER ONE, THAT THE COUNTY
16 COMMIT TO THE INTERNS AND RESIDENTS THAT THEY BE INTERVIEWED
17 AT OTHER COUNTY FACILITIES IF AND WHEN THERE IS A MATCH, A
18 ONE-TO-ONE MATCH AND THAT YOU MAKE THAT PART OF THEIR
19 TRANSITION PLAN. CURRENTLY, THERE IS A COMMITMENT TO OTHER
20 MEMBERS OF S.E.I.U. OF 660 THAT THERE WILL BE AN INTERVIEW
21 PROCESS AND THERE WILL BE A REASSIGNMENT. ALL WE ARE ASKING
22 FOR IN THIS INSTANCE IS AN INTERVIEW. FOR EXAMPLE, IF THERE IS
23 A DERMATOLOGY RESIDENCY THAT OPENS UP AND THERE'S SOMEBODY
24 FROM OUT OF STATE WHO WANTS TO COME INTO L.A.C./U.S.C., THAT
25 YOU FIRST INTERVIEW THE KING/DREW RESIDENT FOR THAT POSITION



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1 AND THAT IS NOT PART OF ANY PACKAGE THAT IS BEING REFERRED TO
2 TODAY. THE OTHER ISSUE IS THAT THERE BE A COMMITMENT, MUCH
3 THAT LIKE WAS MADE IN 2003 WHEN DREW LOST ITS RESIDENCY FOR
4 SURGERY AND RADIOLOGY, IN WHICH THE BOARD COMMITTED TO, ON A
5 CASE-BY-CASE BASIS, EVALUATE CONTINUED SUPPORT FOR THE INTERNS
6 AND RESIDENTS PAST THAT-- THE CURRENT ACADEMIC YEAR IN WHICH
7 THEY WERE IMPACTED. AND WHAT WE ARE ASKING FOR IS THE SAME
8 TREATMENT, GIVEN THAT THERE IS THAT PAST PRACTICE. INSOFAR AS
9 TO WHETHER THERE'S AN AGREEMENT BEYOND DECEMBER 1ST OR WHO IS
10 GOING TO SIGN OFF ON WHAT, I WOULD REALLY URGE THIS BOARD TO
11 THINK ABOUT THIS, NOT IN AN ADVERSARIAL BARGAINING CONTEXT,
12 THAT'S ALL IN OUR SORT OF-- WE'VE JUST GONE THROUGH OUR
13 TRADITIONAL BARGAINING THAT, INSTEAD, WE THINK ABOUT THIS IN
14 TERMS OF A TRANSITION PLANNING AND I URGE THIS BOARD TO TAKE
15 THE HIGHEST ROAD POSSIBLE IN GIVING DIRECTION TO THE C.A.O.
16 ABOUT HOW TO CONDUCT THESE DISCUSSIONS. I THINK ABOUT ZEV
17 PERHAPS IF THIS WERE YOUR SON OR YOUR DAUGHTER WHO WAS CAUGHT
18 IN THE CROSSFIRE, THROUGH NO FAULT OF THEIR OWN, KNEW THEY
19 TOOK A RISKY ASSIGNMENT, DID SO BECAUSE THEY WERE COMMITTED TO
20 THAT COMMUNITY, AND THEN THEY FACE A FORK IN THE ROAD AND
21 THEIR FUTURES ARE NO LONGER IN THEIR CONTROL. WHAT WOULD WE
22 WANT FOR THESE YOUNG INTERNS AND RESIDENTS WHO HAVE
23 DEMONSTRATED (A) A COMMITMENT TO THE KING/DREW COMMUNITY; (B)
24 DID EVERYTHING IN THEIR POWER TO PASS THE C.M.S. INSPECTION
25 AND, (3) ARE NOW CAUGHT IN A SITUATION THAT'S TOTALLY BEYOND



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1 THEIR CONTROL? SO WHAT I WOULD URGE THIS BOARD TO DO ARE THREE
2 THINGS. NUMBER ONE AND NUMBER TWO, FIRST, COMMIT TO THE
3 INTERVIEW PROCESS. SECOND, COMMIT TO EVALUATE, IT'S YOUR
4 DECISION, ON A CASE-BY-CASE BASIS, THE DISPOSITION OF
5 RESIDENTS AFTER JUNE '07 AND, THIRD, TO CONDUCT THESE
6 DISCUSSIONS NOT IN AN ADVERSARIAL FRAMEWORK BUT ON A HIGH ROAD
7 TRANSITION PLANNING. LET'S DO THE BEST THING WE CAN IN THE
8 INTEREST OF THESE FUTURE MEDICAL PRACTITIONERS AND THE
9 COMMUNITIES THAT WE SO DESPERATELY NEED THEM AND, YOU KNOW, IN
10 THE FRAMEWORK OF OUR LONGSTANDING RELATIONSHIP. SO THAT'S OUR
11 REQUEST TO YOU. THANK YOU.

12

13 **SUP. ANTONOVICH, MAYOR:** THANK YOU. OKAY. ITEM BY YAROSLAVSKY.
14 SECONDED. WITHOUT OBJECTION, SO ORDERED.

15

16 **CLERK SACHI HAMAI:** THIS WAS ACTUALLY, I BELIEVE, JUST A
17 RECEIVE AND FILE.

18

19 **SUP. YAROSLAVSKY:** RECEIVE AND FILE. I WOULD MOVE FOR RECEIVE
20 AND FILE.

21

22 **CLERK SACHI HAMAI:** RECEIVE AND FILE. THANK YOU.

23

24 **SUP. ANTONOVICH, MAYOR:** SO ORDERED. OKAY. SUPERVISOR
25 YAROSLAVSKY, YOU HAVE ITEM 2 AND 73.



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1

2 **SUP. YAROSLAVSKY:** 73. I HAVE...

3

4 **SUP. ANTONOVICH, MAYOR:** 2 AND 73.

5

6 **SUP. YAROSLAVSKY:** ...AN AMENDMENT.

7

8 **SUP. BURKE:** WE CAN HEAR THEM UNDER PUBLIC COMMENT.

9

10 **CLERK SACHI HAMAI:** THEY'LL SPEAK UNDER PUBLIC COMMENT.

11

12 **SPEAKER:** (OFF-MIKE).

13

14 **SUP. YAROSLAVSKY:** IT'LL BE ABOUT 30 SECONDS.

15

16 **SUP. ANTONOVICH, MAYOR:** SUPERVISOR YAROSLAVSKY.

17

18 **SUP. YAROSLAVSKY:** SORRY. THIS IS ITEM NUMBER 2 AND I'D LIKE TO
19 CALL UP FOR AN AMENDMENT AND I WON'T READ THE PREAMBLE IN THE
20 INTEREST OF TIME, JUST I THEREFORE MOVE THAT THE BOARD OF
21 SUPERVISORS, IN ORDER TO ENSURE THAT ALL COUNTY FUNDS ARE
22 ACCOUNTED FOR, DIRECT COUNTY COUNSEL, THE CIO, THE DEPARTMENT
23 OF PUBLIC WORKS-- AND THE DEPARTMENT OF PUBLIC WORKS TO
24 CONDUCT AN ANALYSIS OF ALL EDAPS PROJECT COSTS INCURRED BY THE
25 COUNTY IN THEIR REPORT BACK TO THE BOARD THAT'S CALLED FOR IN



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1 THE ITEM. THIS ANALYSIS SHOULD INCLUDE TOTAL EXPENDITURES TO
2 DATE, INCLUDING ONE-TIME INFORMATION TECHNOLOGY FUND COSTS AS
3 WELL AS ALL DEPARTMENTAL INTERNAL COUNTY COSTS, DELIVERABLES,
4 RECEIVABLE AND-- RECEIVED TO DATE, OUTSTANDING DELIVERABLES
5 AND AMOUNTS REIMBURSABLE OR PAYMENTS OUTSTANDING TO THE
6 CONTRACTOR.

7

8 **SUP. ANTONOVICH, MAYOR:** SECOND. WITHOUT OBJECTION, SO ORDERED.

9

10 **SUP. YAROSLAVSKY:** MOVE APPROVAL OF THE ITEM AS AMENDED. I
11 DON'T THINK I WAS HOLDING ANYTHING ELSE.

12

13 **SUP. BURKE:** ANYTHING ELSE?

14

15 **CLERK SACHI HAMAI:** I BELIEVE THERE'S ITEM 73, A REPORT FROM
16 PUBLIC HEALTH.

17

18 **SUP. YAROSLAVSKY:** YES. YOU KNOW WHAT I WANT TO DO, MR.
19 CHAIRMAN? I'M GOING TO HOLD 73 REALLY OUT OF DEFERENCE TO THE
20 RESIDENTS WHO ARE HERE. LET'S TAKE UP PUBLIC COMMENT NOW SO
21 THAT WE CAN GET THEM BACK TO WORK OR TO SLEEP, WHATEVER THEIR
22 ROTATION IS RIGHT NOW.

23

24 **SUP. ANTONOVICH, MAYOR:** ROY ULRICK, TAMARA ALOYAN, PETER KIM
25 AND WILLIAM EIDENMULLER.



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1

2 **SUP. YAROSLAVSKY:** COME ON UP.

3

4 **SUP. ANTONOVICH, MAYOR:** THEN AS SOON AS THE FIRST ONE FINISHES
5 SPEAKING, THEN DR. INGRID ROSEBOROUGH AND THEN TO BE FOLLOWED
6 BY KATHY LEWIS AND THEN ORAIJA BRYANT AND REGINA EDMOND. SO
7 WHEN YOU JUST SPEAK, SIT DOWN AND THEN THE NEXT ONE CAN COME
8 UP.

9

10 **SUP. BURKE:** COULD THEY GIVE US THEIR SPECIALTIES, THEIR NAME,
11 THEIR SPECIALTIES.

12

13 **TAMARA ALOYAN:** OKAY. I'LL START. MY NAME IS-- I'M SORRY IF I
14 WILL BE A LITTLE BIT EMOTIONAL. MY NAME IS TAMARA ALOYAN, I'M
15 A FOURTH YEAR PSYCHIATRY RESIDENT. SO I CAME TO THIS PROGRAM
16 WITH THE FAITH THAT I'M GOING TO SERVICE PATIENTS AND, EVEN
17 THOUGH I CAME AS A SECOND YEAR, I KNOW THAT THE PROBLEMS THAT
18 THIS PROGRAM IS GOING BUT I WAS SO CONVINCED...

19

20 **SUP. KNABE:** EXCUSE ME, COULD WE GET HER CLOSER TO THE
21 MICROPHONE?

22

23 **TAMARA ALOYAN:** ...THAT I CAME TO MY JOB WHEN I CAN SERVICE
24 UNDER-- SERVE POPULATION THAT I CAME HERE TO WORK AND THE WORK
25 THAT WE DID WERE EXCELLENT AND OUR PROGRAM, ACTUALLY, IT'S



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1 ACCREDITED BY A.C.G.M.E. FOR THREE MORE YEARS, SO IT'S NOT OUR
2 FAULT, REALLY, THAT THE HOSPITAL FAILED ON WHAT HAPPENED.
3 WE'RE HERE TO CONTINUE OUR WORK. THE COMMENT THAT IT WAS DONE,
4 IT'S LIKE-- THAT WE'RE NOT GOING TO BE FINANCIALLY SUPPORTED
5 TO CONTINUE OUR EDUCATION. I JUST WANT TO-- YOU PUT YOURSELF
6 IN OUR PLACE, REALLY, AND SEE HOW IT IS, LIKE, SIX MORE
7 WORKING DAYS IS LEFT UNTIL DECEMBER 1ST AND IT WAS TELLING
8 THAT YOU'RE GOING TO BE OUT OF JOB AND YOU'RE NOT GOING TO BE
9 HAVING OPPORTUNITY TO FINISH YOUR EDUCATION TO START WORKING.
10 THAT'S THE ONLY THING I WANT TO TELL YOU.

11

12 **PETER KIM:** HI. MY NAME IS PETER KIM, I'M A THIRD YEAR
13 PSYCHIATRY RESIDENT AT MARTIN LUTHER KING/DREW. I JUST WANTED
14 TO SAY A FEW THINGS. THIS IS MY FIRST TIME SPEAKING ON BEHALF
15 OF THE RESIDENTS AND I FEEL COMPELLED TODAY TO TALK TO YOU
16 BECAUSE OF THE CRISIS THAT'S GOING ON AT MARTIN LUTHER KING. I
17 FIRST WANT TO TELL YOU A LITTLE BIT ABOUT WHAT A RESIDENCY
18 TRAINING IS. WHEN I FINISHED COLLEGE IN FOUR YEARS, I WENT TO
19 MEDICAL SCHOOL, WHICH WAS ANOTHER FOUR YEARS AND THEN
20 AFTERWARDS I MADE A COMMITMENT...

21

22 **SUP. BURKE:** WHAT SCHOOL DID YOU GO TO?

23

24 **PETER KIM:** COLLEGE OR MEDICAL SCHOOL?

25



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1 **SUP. BURKE:** MEDICAL SCHOOL.

2

3 **PETER KIM:** MEDICAL SCHOOL? I WENT TO TURO UNIVERSITY, COLLEGE
4 OF OSTEOPATHIC MEDICINE IN VALLEJO, CALIFORNIA. AFTERWARDS, I
5 MADE A COMMITMENT TO SERVE FOUR YEARS AT MARTIN LUTHER KING TO
6 COMPLETE A RESIDENCY TRAINING IN PSYCHIATRY. WE MADE A
7 CONTRACT ON A YEAR-TO-YEAR BASIS BUT IT WAS AN UNDERSTANDING
8 THAT YOU WOULD COMPLETE FOUR YEARS AT MARTIN LUTHER KING. AND,
9 WHEN I CAME HERE, I WORKED TO THE BEST OF MY ABILITY TO SERVE
10 MY PATIENTS, TO SERVE THE COMMUNITY BUT ALSO TO DO THE
11 ADMINISTRATIVE WORK THAT WAS ASKED OF ME. WE WERE CONSTANTLY
12 ASKED TO LOOK OVER OUR PAPERWORK TO MAKE SURE THAT WE DID
13 EVERYTHING THAT THE CMS AS WELL AS THE A.C.G.M.E. REQUIRED. WE
14 DID EVERYTHING THAT WE POSSIBLY COULD TO DO OUR PART IN MAKING
15 SURE THAT A.C.G.M.E. AND C.M.S. WOULD PASS. THAT-- NOW THAT
16 THE C.M.S. AND-- C.M.S. FUNDING HAS GONE, THAT IS OUT OF OUR
17 CONTROL. WE DID NOT WANT THAT C.M.S. FUNDING TO GO BUT...

18

19 **SUP. BURKE:** NONE OF US WANTED IT TO HAPPEN.

20

21 **PETER KIM:** ...IT HAS. ABSOLUTELY. BUT IT HAS GONE. AND WHAT
22 WE'RE SAYING IS, IS THAT, THROUGH NO FAULT OF OUR OWN, WE FEEL
23 LIKE THE COMMITMENT THAT WE INITIALLY AGREED UPON HAS BEEN
24 BROKEN, NOT BY US BUT BY THE COUNTY AND BY MARTIN LUTHER
25 KING/DREW AND WE FEEL THAT IT IS UNFAIR. WE FEEL THAT, WITH



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1 OUR FAMILIES, THAT WE HAD TO RELOCATE HERE TO SOUTHERN
2 CALIFORNIA, TO LOS ANGELES. WE FEEL LIKE THE FRIENDS AND
3 FAMILY THAT WE'VE ESTABLISHED HERE, IT IS VERY DIFFICULT TO
4 UPROOT EVERYBODY, 170 RESIDENTS THAT YOU'RE TALKING ABOUT AND
5 JUST DISPERSE THEM ANYWHERE. IN FACT, I PERSONALLY HAVE A DEBT
6 OF \$180,000, SO ABSOLUTELY FINANCIAL CONCERNS ARE ON MY MIND
7 BUT I AM NOT IN A RESIDENCY FOR MONETARY REASONS. WE ONLY MAKE
8 ABOUT 40 TO \$45,000 A YEAR. WE ARE HERE TO GET TRAINING TO BE
9 PHYSICIANS IN THIS COMMUNITY. THAT'S WHY WE ARE HERE AND WE
10 ARE ASKING, WE ARE URGING THE BOARD, WE ARE URGING THE COUNTY
11 TO UPHOLD THEIR END OF THE AGREEMENT AND GIVE US FINANCIAL
12 OBLIGATION UNTIL THE END OF JUNE OF 2007 AND ALSO TO HELP
13 PLACE US SO THAT WHEN WE-- AFTER 2007, THAT SOME OF US AREN'T
14 LEFT WITHOUT ANY KIND OF JOB, AREN'T LEFT WITH THESE FINANCIAL
15 OBLIGATIONS, AREN'T LEFT WITH THE-- UNABLE TO PAY OUR RENT AND
16 UNABLE TO PAY OUR BILLS. WE ASK THAT YOU REALLY CONSIDER THESE
17 ISSUES AND THAT YOU COME TO AN AGREEMENT VERY QUICKLY, AS
18 DECEMBER 1ST IS APPROACHING. THANK YOU.

19
20 **BILL EIDENMULLER:** HI. MY NAME IS BILL EIDENMULLER, I'M A THIRD
21 YEAR EMERGENCY MEDICINE RESIDENT AT MARTIN LUTHER KING. TO
22 CONTINUE WHERE PETER LEFT OFF, IT'S OBVIOUSLY A LITTLE
23 DISTURBING FOR US TO HEAR THAT, IN TWO WEEKS, WE MAY ALL BE
24 OUT OF A JOB. THAT'S NOT SOMETHING WE WERE EXPECTING TO HEAR.
25 WE ALL DO HAVE A SIGNED CONTRACT WITH THE COUNTY THROUGH JUNE



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1 30TH OF NEXT YEAR. I THINK THE ISSUE AT HAND IS THAT, BEYOND
2 THAT YEAR, ONCE THIS ACADEMIC YEAR IS DONE, THE COUNTY NO
3 LONGER WANTS TO SUPPORT THE RESIDENTS AND MY UNDERSTANDING,
4 ALTHOUGH YOU MAY CORRECT ME IF I'M INCORRECT, MY UNDERSTANDING
5 IS THAT, BEYOND JUNE 30TH, THE COUNTY NO LONGER WANTS TO BE
6 INVOLVED IN FUNDING OUR CONTINUING EDUCATION WHICH PERHAPS IS
7 UNDERSTANDABLE SINCE WE'LL NO LONGER BE WORKING AT A COUNTY
8 FACILITY. HOWEVER, WHEN WE SIGNED UP FOR OUR RESIDENCY
9 PROGRAMS TO CONTINUE OUR TRAINING AFTER MEDICAL SCHOOL, WE
10 SIGNED UP INTO A THREE, FOUR OR FIVE-YEAR COMMITMENT,
11 DEPENDING ON YOUR SPECIALTY.

12

13 **SUP. YAROSLAVSKY:** WITH THE COUNTY?

14

15 **BILL EIDENMULLER:** CORRECT, WITH THE COUNTY.

16

17 **SUP. YAROSLAVSKY:** YOU SIGNED UP FOR A FOUR OR FIVE YEAR
18 PROGRAM WITH THE COUNTY?

19

20 **SUP. BURKE:** WITH DREW.

21

22 **SUP. YAROSLAVSKY:** OR WITH DREW?

23

24 **BILL EIDENMULLER:** WITH DREW.

25



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1 **SUP. YAROSLAVSKY:** I SEE. DO YOU HAVE ANY IDEA HOW LONG THE
2 CONTRACT THAT DREW HAS WITH THE COUNTY IS?

3

4 **BILL EIDENMULLER:** I DON'T KNOW.

5

6 **SUP. YAROSLAVSKY:** WHAT IS IT, ABOUT A YEAR?

7

8 **SUP. BURKE:** A YEAR IN SEPTEMBER.

9

10 **SUP. YAROSLAVSKY:** OUR CONTRACT WITH DREW IS A YEAR, SO THEY
11 SIGNED A 4-YEAR CONTRACT WITH YOU BY THEY ONLY HAD-- TO PLACE
12 THEM IN COUNTY HOSPITALS BUT THEY ONLY HAD A YEAR CONTRACT
13 WITH US? DOES THAT MAKE SENSE TO YOU?

14

15 **BILL EIDENMULLER:** WELL, NO, THE WHOLE THING DOESN'T MAKE A LOT
16 OF SENSE TO ME, HONESTLY.

17

18 **SUP. YAROSLAVSKY:** OKAY. YOU REALIZE THAT YOU'RE ALL SAYING
19 DIFFERENT THINGS, OKAY? THE ONLY PERSON WHO SPEAKS FOR YOU IS
20 YOUR UNION AND, ACROSS THE TABLE, YOUR UNION HAS BEEN SAYING
21 THEY WANT YOU TO BE COVERED THROUGH THE END-- ALL THE
22 RESIDENTS THROUGH THE END OF THEIR TERM AS RESIDENTS. DO YOU
23 UNDERSTAND THAT?

24

25 **BILL EIDENMULLER:** YES.



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1

2 **SUP. YAROSLAVSKY:** OKAY. YOU UNDERSTAND THAT-- I MEAN, I GUESS

3 I'LL JUST SAY IT. THAT'S A NONSTARTER WITH THE COUNTY, OKAY?

4 IT JUST DOES NOT MAKE SENSE, LEGAL OR ANY OTHER WAY, FOR THE

5 COUNTY TO BE RESPONSIBLE FOR FOUR YEARS OF STIPENDS FOR

6 RESIDENTS WHO ARE-- WHO HAVE A CONTRACT OR ARE AN AGREEMENT

7 WITH DREW UNIVERSITY WHEN OUR CONTRACT WITH DREW UNIVERSITY

8 ENDS NEXT SEPTEMBER. WHY SHOULD WE BE HELD RESPONSIBLE FOR THE

9 DEAL YOU MADE WITH DREW? I UNDERSTAND IT'S DIFFICULT. I

10 UNDERSTAND IT'S DIFFICULT, BUT WE ARE NOT THE DEEP POCKET

11 THAT'S GOING TO MAKE EVERYONE WHOLE WHILE WE GO BANKRUPT. SO,

12 YOU KNOW, WE'VE BEEN AT THIS NOW, THIS DIDN'T START TODAY.

13 WE'VE BEEN TALKING TO YOUR REPRESENTATIVES FOR TWO OR THREE

14 WEEKS NOW ABOUT THIS SUBJECT AND THEY THINK THEY HAVE LEVERAGE

15 AND THEY'RE HOLDING YOU HOSTAGE TO US-- TO IT. AND, AT SOME

16 POINT, YOU KNOW, IT'S UNFORTUNATE BUT WE-- I'M NOT GOING TO

17 GET INTO THE DETAILS BUT YOUR REPRESENTATIVES KNOW WHAT WE'VE

18 PUT ON THE TABLE AND IT'S VERY REASONABLE, FROM OUR POINT OF

19 VIEW. AND, FROM YOUR POINT OF VIEW, YOU WANT TO BE MADE WHOLE

20 FOR THE REST OF YOUR RESIDENCY CAREER. I UNDERSTAND. I SUPPOSE

21 I'D BE DOING THE SAME THING IF I WERE IN YOUR SHOES BUT I'D

22 ALSO BE RECOGNIZING, WHEN I'M SITTING THERE, SAYING THAT THE

23 LIKELIHOOD OF THAT HAPPENING IS SLIM TO NONE. SO, IN THE

24 MEANTIME, YOU'RE CAREENING DOWN TO DECEMBER 1ST AND YOU DON'T

25 HAVE A GUARANTEE THAT YOU'RE GOING TO EVEN BE WORKING FOR THE



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1 COUNTY ON DECEMBER 1ST BUT, IF YOU AGREED TO IT-- TO WHAT
2 WE'VE PUT ON THE TABLE, THAT WOULD ALL PRESUMABLY GET RESOLVED
3 THROUGH THE END OF NEXT-- THIS FISCAL YEAR, THROUGH JUNE 30TH.
4 BUT, IF NOT, THEN WE'VE GOT-- WE'VE GOT TO TAKE CARE OF OUR
5 BUSINESS. SO...

6

7 **SUP. BURKE:** I THINK WE SHOULD ADD, THOUGH, THAT EVERY EFFORT
8 IS BEING MADE TO PLACE ALL OF THE RESIDENTS. NOW, WITH THE
9 SURGERY RESIDENTS, ALL OF THE RESIDENTS WERE PLACED AND MY
10 UNDERSTANDING WAS THAT SIMILAR KINDS OF PLACEMENTS ARE IN THE
11 PROCESS FOR MOST OF THE RESIDENTS. NOW, I'LL BE VERY HONEST, I
12 KNOW THE TWO THAT WERE NOT PLACED UNDER-- IN SURGERY WERE
13 THOSE WHO WERE OSTEOPATH. BUT EVERY EFFORT I KNOW IS BEING
14 MADE TO TRY TO PLACE EVERYONE AND, YOU KNOW, WE AREN'T JUST
15 THROWING YOU OUT THE WINDOW. WE'RE TRYING TO WORK SOMETHING
16 OUT WITH YOUR UNION. WE'RE TRYING TO-- BUT, UNFORTUNATELY, YOU
17 HAVE A CONTRACT WITH YOUR UNION, WE HAVE TO WORK IT OUT WITH
18 THEM, AND, ONCE WE CAN WORK SOMETHING OUT WITH THEM, WE'LL BE
19 IN A BETTER POSITION TO LOOK AT THE SITUATION AS TO EACH
20 RESIDENT. BUT I THINK THAT ALL OF YOU KNOW THAT YOUR PLACEMENT
21 IS GOING TO BE DEPENDENT UPON A LOT OF ISSUES. BUT WE WOULD
22 MAKE EVERY EFFORT TO GET INTERVIEWS AND TO GET PEOPLE PLACED
23 SO THAT EVERYONE DOES GET A PLACEMENT.

24



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1 **SUP. YAROSLAVSKY:** I WANT TO JUST COME BACK TO ONE THING. I
2 THINK IT WAS SAID BY THE FIRST PERSON WHO CAME UP HERE A FEW
3 MINUTES AGO, THE YOUNG LADY, THE FIRST RESIDENT WHO SPOKE,
4 THAT SHE WAS UNDER THE IMPRESSION THAT WE MADE A COMMITMENT
5 THROUGH JUNE 30TH AND I THINK THAT'S THE MISTAKE. I THINK YOU
6 HAVE BEEN INFORMED OR MISINFORMED BY YOUR REPRESENTATIVES AND
7 I THINK THEY BELIEVE, AND MAYBE YOU BELIEVE, THAT WE WILL END
8 UP PAYING THROUGH JUNE 30TH NO MATTER WHAT. AND I GUESS THE
9 ONE MESSAGE YOU SHOULD GLEAN FROM THIS LITTLE CONVERSATION
10 HERE IS THAT'S NOT TRUE. AND, IF YOU THINK THAT YOU HAVE THAT
11 TAKEN CARE OF AND NOW WE'RE JUST TALKING ABOUT AFTER JUNE
12 30TH, 2007, YOU BETTER START FOCUSING ON NOVEMBER 30TH,
13 DECEMBER 1ST, 2006. AND MY SUGGESTION TO YOU IS THAT YOU TELL
14 YOUR REPRESENTATIVES, THEY MAY WANT-- THEY COULD, YOU KNOW, GO
15 TO COURT AND SPEND THREE YEARS FIGHTING THIS OUT AND GOING ON
16 APPEAL AND THAT \$180,000 DEBT THAT THE OTHER RESIDENT HAD WILL
17 GET COMPOUNDED WITH INTEREST OR TRY TO RESOLVE IT IN A WAY
18 THAT MAKES COMMON SENSE, GIVEN THE SITUATION WE FIND OURSELVES
19 IN. NONE OF US WANT TO BE IN THIS SITUATION. NONE OF US WANT
20 TO BE IN IT. WE'VE FOUGHT HARD AND HAVE SPENT A FORTUNE TRYING
21 TO AVOID THIS SITUATION BUT WE DIDN'T AVOID IT. WE ALL BEAR A
22 SHARE OF THAT RESPONSIBILITY. NOW WE'VE GOT TO MOVE ON AND I
23 THINK THERE'S A FAIR PROPOSAL THAT HAS BEEN PUT ON THE TABLE
24 AND I JUST HOPE YOU DON'T MAKE THE MISTAKE OF THINKING THAT
25 IT'S A DONE DEAL, THAT YOU'RE COVERED UNTIL JUNE 30TH AND



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1 YOU'RE JUST NEGOTIATING FOR POST-JUNE 30TH STIPENDS BECAUSE I
2 THINK THAT WOULD BE A CATASTROPHIC MISTAKE.

3

4 **BILL EIDENMULLER:** COULD I ASK FOR FURTHER CLARIFICATION ON
5 THAT? BECAUSE WE DO HAVE A SIGNED CONTRACT WITH THE COUNTY
6 THROUGH JUNE 30TH.

7

8 **SUP. YAROSLAVSKY:** I DON'T THINK WE CAN GET INTO THAT AT THIS
9 POINT. WHAT THE IMPLICATIONS-- I JUST CAN'T DO THAT.

10

11 **SUP. ANTONOVICH, MAYOR:** NEXT.

12

13 **DR. LEWIS:** HI. MY NAME IS DR. LEWIS. I JUST HAVE A BRIEF
14 STATEMENT. I JUST WANTED TO EMPHASIZE WHAT DR. KIM HAD SAID
15 ABOUT AS A RESIDENT YOU COME HERE ON GOOD FAITH AND YOU ASSUME
16 THAT YOU'LL HAVE THE OPPORTUNITY TO COMPLETE YOUR TRAINING
17 ONCE STARTED UNLESS THERE IS SOME FAULTS FOUND BY THE RESIDENT
18 AND SO THAT'S WHY CONTRACTS ARE REVIEWED ANNUALLY.

19 UNFORTUNATELY, WE LOST OUR TEACHING HOSPITAL AND, THROUGH A
20 SERIES OF OTHER EVENTS, NOW HAVE NO PROGRAM. IT'S MY

21 UNDERSTANDING THAT A.C.G.M.E. HAS AN AGREEMENT WITH COUNTY AND
22 DREW TO THE EFFECT THAT THE RESIDENTS WILL BE GIVEN THE
23 OPPORTUNITY TO COMPLETE THEIR TRAINING. FOR EXAMPLE, IF

24 THERE'S ONLY ONE SPOT IN KANSAS THAT WILL TAKE ME AND I GO OUT
25 THERE AND THEY SAY, YES, WE'D LOVE TO HAVE YOU; HOWEVER, WE



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1 DON'T HAVE COMPLETE FUNDING, WE NEED X, Y, AND Z, THEN THE
2 COUNTY COULD STEP UP AND PROVIDE THAT AS WAS DONE FOR CERTAIN
3 RESIDENTS IN SURGERY AND RADIOLOGY IN 2003. SO WE'RE JUST
4 ASKING FOR THE SAME CONSIDERATION AS THEY WERE GIVEN, NOT
5 ACROSS THE BOARD, NOT FOR 170 RESIDENTS, ONLY 8% OF THE
6 SURGERY AND RADIOLOGY RESIDENTS REQUIRED ADDITIONAL FUNDING OR
7 BENEFITS. SO IF OUR-- I SPOKE WITH DR. HANNAH AND SHE
8 EXPLAINED TO ME THE AGREEMENT THAT A.C.G.M.E. HAS WITH COUNTY
9 AND CHARLES DREW AND IF YOU JUST HELP US COMPLETE OUR
10 TRAINING, THEN THERE SHOULD BE NOT A REQUEST OF US TO SIGN A
11 LEGAL WAIVER. WE'RE NOT-- YOU KNOW, THIS ISN'T OUR JOB. WE
12 JUST WANT TO COMPLETE OUR TRAINING AND, IF YOU HELP US WITH
13 THE OPPORTUNITY TO COMPLETE OUR TRAINING BY REVIEWING OUR
14 CASES ON A INDIVIDUAL CASE-BY-CASE BASIS, THEN THAT IS BEING
15 GIVEN THE OPPORTUNITY TO COMPLETE TRAINING. SO PLEASE DO SO
16 AND COMMIT TO SOME SORT OF EVALUATION OF US ON A INDIVIDUAL
17 BASIS. THANK YOU.

18

19 **SUP. YAROSLAVSKY:** OKAY. WHO IS NEXT? I DON'T HAVE THE CARDS.
20 IDENTIFY YOURSELF.

21

22 **DR. INGRID ROSEBOROUGH:** YES. MY NAME IS INGRID ROSEBOROUGH I'M
23 A FIRST YEAR IN THE DEPARTMENT OF DERMATOLOGY AT K.D.M.C. ONE
24 OF THE DEPARTMENTS THAT HAS BEEN A VERY STRONG ADVOCATE OF
25 K.D.M.C. FOR THE LAST 35 YEARS. WE ARE THE CREAM OF THE CROP



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1 IN MEDICAL EDUCATION. WE HAVE ALL GONE TO VERY FINE
2 UNIVERSITIES, HAVE SEVERAL PUBLICATIONS UNDER OUR BELT AND WE
3 CHOSE TO COME TO SERVE THIS COMMUNITY TO ROUND OUT OUR
4 EXPERIENCES AS PHYSICIANS AND TO PROVIDE THE MOST QUALITY CARE
5 ABOVE AND BEYOND WHAT IS EXPECTED OF ANY OTHER RESIDENT. AND I
6 JUST REALLY WANT YOU-- TO ENCOURAGE YOU TO CONTINUE OUR
7 TRAINING SO THAT WE CAN COME BACK TO COMMUNITIES LIKE THIS AND
8 SERVE AS LEADERS. WE HAVE AN EXCELLENT CHAIRPERSON, WE HAVE
9 EXCELLENT RESIDENTS IN OUR HOSPITAL THAT ARE WORTHY OF YOUR
10 CONSIDERATION, WORTHY OF YOUR INVESTING IN US AND CONTINUING
11 OUR EDUCATION AS MUCH AS POSSIBLE. WE'RE APPROACHING THE
12 THANKSGIVING HOLIDAY IN A FEW DAYS AND, ALTHOUGH WE HAVE A LOT
13 TO BE THANKFUL FOR, THIS IS A VERY STRESSFUL TIME FOR US AND
14 WE HAVE NO IDEA, COME DECEMBER 1ST, WHERE WE'RE GOING. I THINK
15 IT WAS MENTIONED BEFORE THAT A LOT OF US HAVE BEEN PLACED OR
16 HAVE ASSOCIATIONS WITH OTHER INSTITUTIONS. THAT IS ABSOLUTELY
17 NOT THE CASE. WE DON'T HAVE ANY IDEA AT THIS POINT. SO WE JUST
18 ASK FOR YOUR SUPPORT IN THIS EFFORT.

19

20 **SUP. YAROSLAVSKY:** ALL RIGHT. HAVE YOU SPOKEN? OH. I'M SORRY.
21 GO AHEAD. IDENTIFY YOURSELF, PLEASE.

22

23 **ORAIJA BRYANT:** MY NAME IS ORAIJA BRYANT. I'M A FOURTH YEAR
24 PSYCHIATRY RESIDENT AND I'M SLATED TO GRADUATE JUNE 30TH,
25 2007. I WENT THROUGH A SIMILAR SITUATION WHEN I WAS AN INTERN,



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1 SO TO HAVE TO GO THROUGH THIS AGAIN AND, OF COURSE, HAVE IT
2 END IN THIS RESULT IS ABSOLUTELY DISTRESSING TO ME AND THE
3 FACT THAT I AM NOW LEARNING THAT I MAY NOT EVEN BE ABLE TO
4 COMPLETE MY EDUCATION AT A COUNTY FACILITY IS EVEN MORE
5 DISTRESSING, NOT TO ME BUT TO ALL OF THE RESIDENTS AT
6 KING/DREW. IT HAS JUST BEEN AN UNBELIEVABLY STRESSFUL TIME FOR
7 ALL OF THE RESIDENTS AND, IN SPITE OF ALL OF THAT, WE ARE
8 STILL DOING THE BEST THAT WE CAN TO TRY TO OFFER OPTIMAL
9 PATIENT CARE BECAUSE WE DON'T WANT OUR PATIENTS TO SUFFER ANY
10 MORE THAN THEY ALREADY ARE. WE JUST ASK THAT, WHEN YOU GUYS
11 MEET, THAT YOU PLEASE TAKE INTO CONSIDERATION HOW IMPORTANT IT
12 IS TO US TO CONTINUE TO PROVIDE SERVICES TO THE COUNTY AND NOT
13 JUST THROUGH THE END OF THIS YEAR BUT THROUGH THE END OF
14 EVERYBODY'S TRAINING AS WELL. EVEN THOUGH I AM GOING TO BE
15 GRADUATING IN JUNE, I WAS GIVEN THE WONDERFUL OPPORTUNITY TO
16 BE A COUNTY EMPLOYEE UP TO THIS POINT. WE WOULD HOPE THAT, AT
17 THE BEGINNING OF JULY, EVERY JULY, WE DO SIGN A YEAR CONTRACT
18 FROM JULY 1ST THROUGH JUNE 30TH, THAT-- INDICATING THAT WE
19 WILL BE A COUNTY EMPLOYEE FOR THAT YEAR. SO WE ASK THAT YOU
20 GUYS PLEASE HONOR THAT AND, FOR MY COLLEAGUES, BEYOND THAT, AS
21 THE OTHER ONES HAVE STATED, THAT YOU PLEASE ASSIST THEM IN ANY
22 WAY THAT YOU CAN WITH PLACEMENT AND FUNDING ON A CASE-BY-CASE
23 BASIS. THANK YOU.

24



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1 **REGINA EDMOND:** HELLO. MY NAME IS REGINA EDMOND. I'M A SENIOR
2 RESIDENT, FOURTH-YEAR RESIDENT IN THE DEPARTMENT OF OBSTETRICS
3 AND GYNECOLOGY AND I KNOW MY RESIDENTS HERE HAVE SAID A LOT OF
4 THINGS THAT I WON'T REITERATE BUT I JUST WANT TO MAKE THE
5 POINT THAT AS L.A. COUNTY, THE BODY THAT SUPPORTS THE
6 RESIDENTS WITH THEIR SALARIES AND BENEFITS, IT SEEMS
7 ESPECIALLY IN THE FACT THAT WE SIGNED A ONE-YEAR CONTRACT, IT
8 SEEMS A NATURAL OCCURRENCE FOR YOU TO HONOR THAT CONTRACT AND
9 TO SUPPORT THE RESIDENTS FOR WHOM HAVE BEEN WORKING FOR YOUR
10 INSTITUTION UP UNTIL THIS POINT. AND I WAS LISTENING TO WHAT
11 MR. YAROSLAVSKY HAD TO SAY ABOUT MOVING ON. YES, THAT TIME HAS
12 COME FOR US TO MOVE ON AND I FEEL LIKE THIS GROUP, BOARD OF
13 SUPERVISORS, HAS THE POWER TO MAKE THAT TRANSITION FOR US
14 SMOOTHER BY PROVIDING THE FUNDING. SOME OF THE DEPARTMENTS IN
15 THE HOSPITAL DO HAVE PLANS THAT ARE CONTINGENT UPON HAVING
16 THAT FUNDING AVAILABLE AND, BY PROVIDING THAT, WE'LL BE ABLE
17 TO CONTINUE OUR TRAINING AND COMPLETE THAT FOR THIS ACADEMIC
18 YEAR. SO I IMPORE YOU, PUT IT IN WRITING TODAY. THANK YOU.

19

20 **SUP. YAROSLAVSKY:** ANY OTHER PEOPLE WANT TO BE HEARD IN THE
21 PUBLIC COMMENT?

22

23 **CLERK SACHI HAMAI:** NO. THAT WAS IT.

24



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1 **SUP. YAROSLAVSKY:** THEN THE PUBLIC COMMENT WILL BE CLOSED. NEXT
2 ITEM, WE'RE AT 73?

3

4 **CLERK SACHI HAMAI:** CORRECT.

5

6 **SUP. YAROSLAVSKY:** DR. FIELDING? HE HAS A REPORT. JUST GO
7 AHEAD.

8

9 **DR. JONATHAN FIELDING:** THANK YOU VERY MUCH, SUPERVISOR.
10 JONATHAN FIELDING, DIRECTOR OF THE DEPARTMENT OF PUBLIC
11 HEALTH. ON JUNE 13TH, YOUR BOARD APPROVED A MOTION BY
12 SUPERVISOR YAROSLAVSKY AND MOLINA TO DEVELOPMENT AND IMPLEMENT
13 A COMPREHENSIVE STRATEGY FOR PREVENTION/INTERVENTION OF
14 SYPHILIS AND TO-- AND OTHER SEXUALLY TRANSMITTED DISEASES AND
15 TO ENCOURAGE SAFE SEX PRACTICES AMONG ALL SECTORS OF THE
16 POPULATION, PARTICULARLY IN COMMUNITIES OF COLOR. YOUR BOARD
17 INSTRUCTED ME TO REPORT TO THE BOARD IN 30 DAYS ON A
18 COMPREHENSIVE STRATEGY, A MEDIA CAMPAIGN WITH AN ESTIMATED
19 BUDGET AND TIMELINE THAT TOOK INTO ACCOUNT INCREASES IN
20 REPORTED CASES AMONG WOMEN AND PARTICULARLY IN THE LATINO AND
21 AFRICAN-AMERICAN COMMUNITIES AND PROVIDES A SPECIFIC FOCUS ON
22 CULTURAL, LINGUISTIC AND GENDER APPROPRIATE MATERIALS. THE
23 COMPREHENSIVE STRATEGY INCLUDES TWO KEY COMPONENTS OF AN
24 EFFECTIVE S.T.D. CONTROL STRATEGY. ONE, A SOCIAL MARKETING
25 PLAN AND, NUMBER TWO, EXPANDED AND ENHANCED CASE FINDING AND



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1 TREATMENT. IN LATE JUNE, I PROVIDED YOUR DEPUTIES WITH A DRAFT
2 REPORT FOR CONSIDERATION IN THE BUDGET DELIBERATIONS. DURING
3 JUNE, JULY AND AUGUST, WE REFINED THE PLAN IN CONSULTATION
4 WITH INTERESTED BOARD OFFICES. IN THE BEGINNING OF SEPTEMBER,
5 THE S.T.D. PROGRAM INITIATED A SELECTION PROCESS FOR A SINGLE
6 VENDOR TO COORDINATE SOCIAL MARKETING CAMPAIGNS FOR MEN WHO
7 HAVE SEX WITH MEN AND LATINAS AND AFRICAN-AMERICAN WOMEN,
8 TARGETING THOSE 25 AND YOUNGER IN THE WOMEN'S GROUPS. ON
9 SEPTEMBER 20TH, I PROVIDED YOUR OFFICES WITH A FINAL REPORT
10 WITH A COMPREHENSIVE STRATEGY MEDIA CAMPAIGN BUDGET AND
11 TIMELINE. ON SEPTEMBER 26TH, AS PART OF THE SUPPLEMENTAL
12 BUDGET, THE BOARD APPROVED FUNDING OF \$700,000 PROVIDED BY
13 YOU, SUPERVISOR YAROSLAVSKY, FROM YOUR DISCRETIONARY FUNDS AND
14 THIS, COMBINED WITH THE 500,000 DOLLARS IN ONE-TIME SAVINGS
15 IDENTIFIED BY THE DEPARTMENT, WE HAVE ENOUGH FUNDING TO BEGIN
16 IMPLEMENTATION OF THE PROJECT. S.T.D. STAFF ARE ACTIVELY
17 WORKING TO HIRE STAFF FOR THE PROJECT, TO EXPAND CASE FINDING
18 AND TREATMENT IN HIGH MORBIDITY AREAS SUCH AS THE JAILS AND
19 ALSO IN COMMUNITY OUTREACH. LET ME MAKE A FEW OTHER COMMENTS.
20 WE CONTINUE TO SEE AN INCREASE, ALTHOUGH MUCH SMALLER, IN THE
21 NUMBERS OF CASES OF SYPHILIS. IT'S HARD, IN MID YEAR, TO
22 COMPARE BECAUSE THERE ARE REPORTS THAT COME IN LATER BUT WE
23 ARE PROBABLY SOMEWHERE, WE'RE BETWEEN A FEW PERCENT AND 10%
24 HIGHER THAN WE WERE LAST YEAR, WHICH IS NOT GOOD NEWS, BUT
25 BETTER NEWS THAN THE PRIOR YEAR WHERE WE WERE UP CLOSE TO 40%.



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1 WE TOOK THE APPROACH OF MOVING AHEAD AS FAST AS WE COULD. EVEN
2 BEFORE YOUR BOARD APPROVED THE BUDGET, WE'RE CURRENTLY ABOUT
3 SIX WEEK AFTER THE BUDGET HAS BEEN APPROVED AND WE TOOK THE
4 APPROACH OF TRYING TO FIND A SINGLE VENDOR WHO COULD BEST DO
5 THE MEDIA WORK, ALL THE UP-FRONT WORK, WORKING WITH THE THREE
6 TARGET AUDIENCES TO TRY AND FIGURE OUT WHAT'S THE BEST WAY TO
7 REACH THEM, TO GET THEM TO UNDERSTAND THAT THEY'RE AT RISK AND
8 TO GET SCREENING AND APPROPRIATE TREATMENT FOR SYPHILIS AND
9 OTHER SEXUALLY TRANSMITTED DISEASES. I MIGHT ALSO ADD THAT
10 THIS \$1.2 MILLION IS, FOR THIS ONE YEAR OF THE 2-YEAR PROGRAM,
11 IS SIGNIFICANTLY MORE THAN WE PUT IN THE LAST TIME, WHICH WAS
12 ABOUT \$900,000 OVER THREE YEARS. SO WHAT WE'RE PUTTING IN THIS
13 ONE YEAR IS SIGNIFICANTLY MORE THAN WE'VE EVER PUT INTO THIS
14 EFFORT BEFORE AND, WITH THAT, I'D BE HAPPY TO ANSWER
15 QUESTIONS. I'M JOINED BY THE EXPERTS FROM THE S.T.D. PROGRAM.

16

17 **SUP. KNABE:** HOW DOES THE DRAMATIC RISE IN INCIDENTS HERE IN
18 LOS ANGELES COUNTY COMPARE THE NATIONAL AVERAGE?

19

20 **DR. JONATHAN FIELDING:** JUST IDENTIFY YOURSELF.

21

22 **PETER CURRENT:** PETER CURRENT, DIRECTOR OF THE S.T.D. PROGRAM,
23 I THINK THAT WHAT WE'RE EXPERIENCING HERE PARALLELS WHAT'S
24 HAPPENED IN LARGE URBAN CENTERS THROUGHOUT THE UNITED STATES.
25 IN FACT, THERE'S AN 8-CITY PROJECT BY THE C.D.C. TO LOOK AT



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1 EFFORTS THAT ARE BEING TAKEN TO ADDRESS THE INCREASES, LARGELY
2 AMONG MEN WHO HAVE SEX WITH OTHER MEN.

3

4 **SUP. KNABE:** BUT I MEAN SO THERE WAS A 40% RISE LAST YEAR IN
5 OTHER PARTS OF THE COUNTRY? NOT JUST US?

6

7 **PETER CURRENT:** THERE HAVE BEEN RISES. IT'S NOT TO THAT EXTENT.
8 BUT IT HAS NOT GONE AWAY IN THOSE CITIES AS WELL AND I COULD
9 GET YOU THOSE EXACT PERCENT INCREASES IN THE EIGHT CITIES.

10

11 **SUP. ANTONOVICH, MAYOR:** WHY IS L.A. UNIQUE IN HAVING A HIGHER
12 INCREASE?

13

14 **PETER CURRENT:** WELL, I THINK THAT IT'S NOT NECESSARILY UNIQUE.
15 I THINK THAT WE HAVE IN PLACE A VERY GOOD SURVEILLANCE SYSTEM
16 SO WE KNOW WHAT WE'RE EXPERIENCING IN TERMS OF THE INCREASES
17 WE'VE SEEN.

18

19 **SUP. KNABE:** HOW ABOUT INCREASING THE NUMBER OF SITES THAT, YOU
20 KNOW, FOR SCREENING AND THOSE KINDS OF THINGS? WHERE ARE WE ON
21 THAT?

22

23 **PETER CURRENT:** OUR PLAN ALL ALONG HAS BEEN TO INCREASE THE
24 CAPACITY FOR SCREENING WITH OUR COMMUNITY PARTNERS AND
25 INCREASE THE ACCESS THAT WE HAVE AND THE ABILITY TO SCREEN IN



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1 OUR OWN PUBLIC HEALTH CLINICS AND TO INCREASE IN THE COUNTY
2 JAIL. SO WE'VE MADE EFFORTS OVER THE-- SINCE WE'VE RECOGNIZED
3 THE INCREASED IN SYPHILIS, TO INCREASE OUR CAPACITY TO SCREEN
4 AS WELL AS TO PROVIDE S.T.D. CLINICAL SERVICES.

5

6 **SUP. KNABE:** SO YOU'RE LOOKING AT-- I MEAN, YOU'RE LOOKING AT
7 WHERE THE INCIDENTS ARE AND TRYING TO INCREASE THE SCREENING
8 THERE VERSUS THINKING WHERE THEY ARE AND FORCING PEOPLE TO GO
9 THERE?

10

11 **PETER CURRENT:** THAT'S CORRECT AND TO TAKE THE SCREENING TO THE
12 VENUES WHERE WE BELIEVE WE MAY BE ABLE TO IDENTIFY CASES
13 THROUGH OUR OWN MOBILE TESTING, ACTIVITIES AROUND WHERE
14 REPORTED CASES ARE OCCURRING AND WITH OUR COMMUNITY PARTNERS
15 THAT HAVE MOBILE TESTING CAPABILITY.

16

17 **DR. JONATHAN FIELDING:** SUPERVISORS, LET ME ADD THAT, OVER THE
18 LAST TWO YEARS BEFORE THIS INITIATIVE, WE INCREASE THE AMOUNT
19 OF MONEY GOING INTO SCREENING AND TREATMENT SUBSTANTIALLY, BY
20 ABOUT HALF A MILLION DOLLARS A YEAR OR MORE. BUT WHAT WE
21 HADN'T DONE IS KEPT UP WITH THAT IN TERMS OF MAKING SURE WE
22 FOLLOW EVERYBODY WHO HAS TESTED POSITIVE TO SEE WHO WERE THEIR
23 PARTNERS AND WHO WERE THEN THEIR PARTNERS AND MAKING SURE THEY
24 GET TREATMENT, BECAUSE THAT'S BEEN PROVEN AS AN EFFECTIVE WAY
25 TO CONTROL SYPHILIS. AND THE OTHER PART WAS THAT THERE WERE



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1 SOME SEGMENTS OF THE POPULATION, PARTICULARLY YOUNG LATINAS
2 AND AFRICAN-AMERICANS, WHO DID NOT APPEAR TO KNOW THAT THEY
3 WERE AT RISK, EVEN THOUGH THEY WERE, IN MANY CASES. SO TO
4 DRIVE THEM TO GET MORE TESTING. I THINK WE'D LIKE TO CONTINUE
5 TO INCREASE THE TESTING BUT WE THOUGHT THAT THESE OTHER PARTS
6 WERE THE PARTS THAT REALLY NEEDED TO BE SHORN UP TO MAKE SURE
7 WE HAD A BALANCED SYSTEM AT THIS POINT.

8

9 **SUP. ANTONOVICH, MAYOR:** HAVE YOU LOOKED AT SOME OF THE
10 OUTREACH-- LET'S SAY AN OUTREACH PROGRAM FROM YOUR PROVIDERS
11 AND THE RELIGIOUS COMMUNITY?

12

13 **PETER CURRENT:** YES, WE HAVE. THROUGH WORKING WITH THE OFFICE
14 OF A.I.D.S. PROGRAM AND PLANNING, WE'VE HAD-- ENTERED INTO A
15 MEMORANDUM OF UNDERSTANDING TO ENABLE THOSE COMMUNITY-BASED
16 AGENCIES TO SCREEN FOR SYPHILIS AS WELL AS H.I.V. TESTING, SO
17 WE'VE BEEN ABLE TO INCREASE OUR CAPACITY FOR SCREENING THROUGH
18 THAT MECHANISM.

19

20 **DR. JONATHAN FIELDING:** AND USING OUR COUNTY LABORATORY,
21 SUPERVISOR-- MAYOR, THAT'S WHAT WE'VE, IN MANY CASES, DONE.

22

23 **SUP. ANTONOVICH, MAYOR:** DOES YOUR OUTREACH INCLUDE THE NATIVE-
24 AMERICAN COMMUNITY, THE ASIAN COMMUNITY?

25



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1 **PETER CURRENT:** YES, IT HAS. ONE OF OUR PARTNERS IS THE
2 ASIAN/PACIFIC ISLANDER TASK FORCE.

3

4 **SUP. ANTONOVICH, MAYOR:** WE HAVE TWO MORE PEOPLE. THERE'S
5 WHITNEY ENERAN AND MIKI JACKSON.

6

7 **MIKI JACKSON:** HELLO, SUPERVISORS. MY NAME IS MIKI JACKSON AND
8 I'M HERE WITH A.I.D.S. HEALTHCARE FOUNDATION. YOU KNOW, I'M
9 SORRY WE HAVE TO COME BACK. YOUR TIME IS VALUABLE. BELIEVE IT
10 OR NOT, SO IS OURS, AND IT'S KIND OF HARD TO HAVE TO COME BACK
11 AND SPEND THIS TIME FOR ANY OF US. BUT IT SEEMS AS THOUGH THE
12 PUBLIC HEALTH DEPARTMENT IS RATHER DYSFUNCTIONAL AROUND THIS
13 ISSUE. AS YOU HEARD, OTHER CITIES DID NOT INCREASE 40% AND I
14 THINK THAT'S BECAUSE OUR PUBLIC HEALTH DEPARTMENT DOES NOT
15 FUNCTION AS WELL. SO, AS MUCH AS I'M SORRY TO HAVE TO BOTHER
16 YOU WITH IT, I'M GOING TO ASK FOR YOUR HELP FURTHER. IT HAS
17 BEEN YOUR HELP THAT HAS EVEN GOTTEN THIS ADDRESSED. WITHOUT
18 YOUR MOTION, SUPERVISOR, WITHOUT THE MONEY THAT YOU GRACIOUSLY
19 GAVE FROM YOUR ACCOUNT, WE WOULD INDEED BE EVEN SHORTER THAN
20 WE ARE, BUT WE PROPOSE TO PUT OUT AN EDUCATION CAMPAIGN YET WE
21 HAVE NOT GOT ANY ABSOLUTE PLANS TO OFFER MORE SCREENING IN
22 MORE LOCATIONS. THAT SEEMS A BIT CONTRADICTORY. SO WHAT WE
23 WOULD LIKE FOR YOU TO DO, IF YOU'D CONSIDER UNDER YOUR
24 CONSIDERATION, TO, IN SOME WAY WITH A MOTION, PERHAPS, BECAUSE
25 IT SEEMS TO BE THE ONLY WAY THAT WE GET THIS DEPARTMENT TO DO



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1 THINGS, BOTH ALLOCATE MORE MONEY FOR SCREENING, BECAUSE THIS
2 IS UNDERFUNDED. IT IS NOT AS UNDERFUNDED AS THE PREVIOUS ONE
3 BUT THE CONTINUED SPREAD OF SYPHILIS TO EVEN NEW POPULATIONS
4 SHOWS THAT WE'VE NOT DONE ENOUGH AND ASK THAT THAT MONEY BE
5 DEDICATED TO SCREENING AND-- BECAUSE THE DEPARTMENT IS
6 BASICALLY TAKING MOST OF THIS MONEY AND HIRING PEOPLE WITH IT
7 AND YOU KNOW HOW LONG THE HIRING TAKES THE COUNTY. I DON'T
8 HAVE TO TELL YOU THAT. THAT'S NOT AN APPROPRIATE WAY TO
9 ADDRESS THIS. IT'S MUCH MORE URGENT THAN THAT. THE QUICKEST
10 WAY I CAN THINK OF TO ADDRESS THIS IS TO HAVE THE FUNDS TO
11 ALLOW THE-- MANY OF YOUR EXISTING PROVIDERS, WHICH THAT WAS
12 MENTIONED, WHO ARE ALREADY WORKING IN THE HIGH RISK AREAS TO
13 GET SOME OF THEIR PEOPLE TRAINED AS PHLEBOTOMISTS, WHICH CAN
14 BE DONE IN A MONTH OR TWO, AND JUST GET STARTED. THIS COULD
15 HAVE HAPPENED THREE, FOUR MONTHS AGO AND THE SYPHILIS THAT
16 PEOPLE HAVE CONTRACTED IN THOSE THREE OR FOUR MONTHS COULD
17 HAVE BEEN AVOIDED. I REALLY URGE YOU TO CONSIDER THIS AND I
18 THANK YOU FOR WHAT YOU'VE DONE AND I THINK WE REALLY NEED TO
19 ADDRESS THIS WITH URGENCY. THANK YOU.

20
21 **SUP. ANTONOVICH, MAYOR:** THANK YOU. OKAY. MOTION BY...

22
23 **SUP. YAROSLAVSKY:** WE'LL NOTE AND FILE THIS BUT WE'LL COME BACK
24 WITH SOMETHING IN A COUPLE OF WEEKS BECAUSE I HAVE SOME
25 QUESTIONS THAT I WANT TO ASK THE DIRECTOR OF THE DEPARTMENT OF



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1 HEALTH ON THIS, SO, FOR THE TIME BEING, I MOVE THAT WE NOTE
2 AND FILE.

3

4 **SUP. ANTONOVICH, MAYOR:** OKAY. BY YAROSLAVSKY. SECONDED.
5 WITHOUT OBJECTION, SO ORDERED. OKAY. WE WILL RECESS INTO
6 EXECUTIVE SESSION.

7

8 **CLERK SACHI HAMAI:** IN ACCORDANCE WITH BROWN ACT REQUIREMENTS
9 NOTICE IS HEREBY GIVEN THAT THE BOARD OF SUPERVISORS WILL
10 CONVENE IN CLOSED SESSION TO DISCUSS ITEM CS-1, CONFERENCE
11 WITH LEGAL COUNSEL REGARDING SIGNIFICANT EXPOSURE TO
12 LITIGATION, TWO CASES, AND ITEM CS-2 CONSIDERATION OF
13 DEPARTMENT HEAD PERFORMANCE EVALUATIONS AS INDICATED ON THE
14 POSTED AGENDA. THANK YOU.

15

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1 I, JENNIFER A. HINES, Certified Shorthand Reporter
2 Number 6029/RPR/CRR qualified in and for the State of
3 California, do hereby certify:

4 That the transcripts of proceedings recorded by the
5 Los Angeles County Board of Supervisors November 21, 2006,
6 were thereafter transcribed into typewriting under my
7 direction and supervision;

8 That the transcript of recorded proceedings as
9 archived in the office of the reporter and which
10 have been provided to the Los Angeles County Board of
11 Supervisors as certified by me.

12 I further certify that I am neither counsel for, nor
13 related to any party to the said action; nor
14 in anywise interested in the outcome thereof.

15 IN WITNESS WHEREOF, I have hereunto set my hand this
16 22nd day of November 2006 for the County records to be used
17 only for authentication purposes of duly certified transcripts
18 as on file of the office of the reporter.

19

20 JENNIFER A. HINES

21 CSR No. 6029/RPR/CRR

22